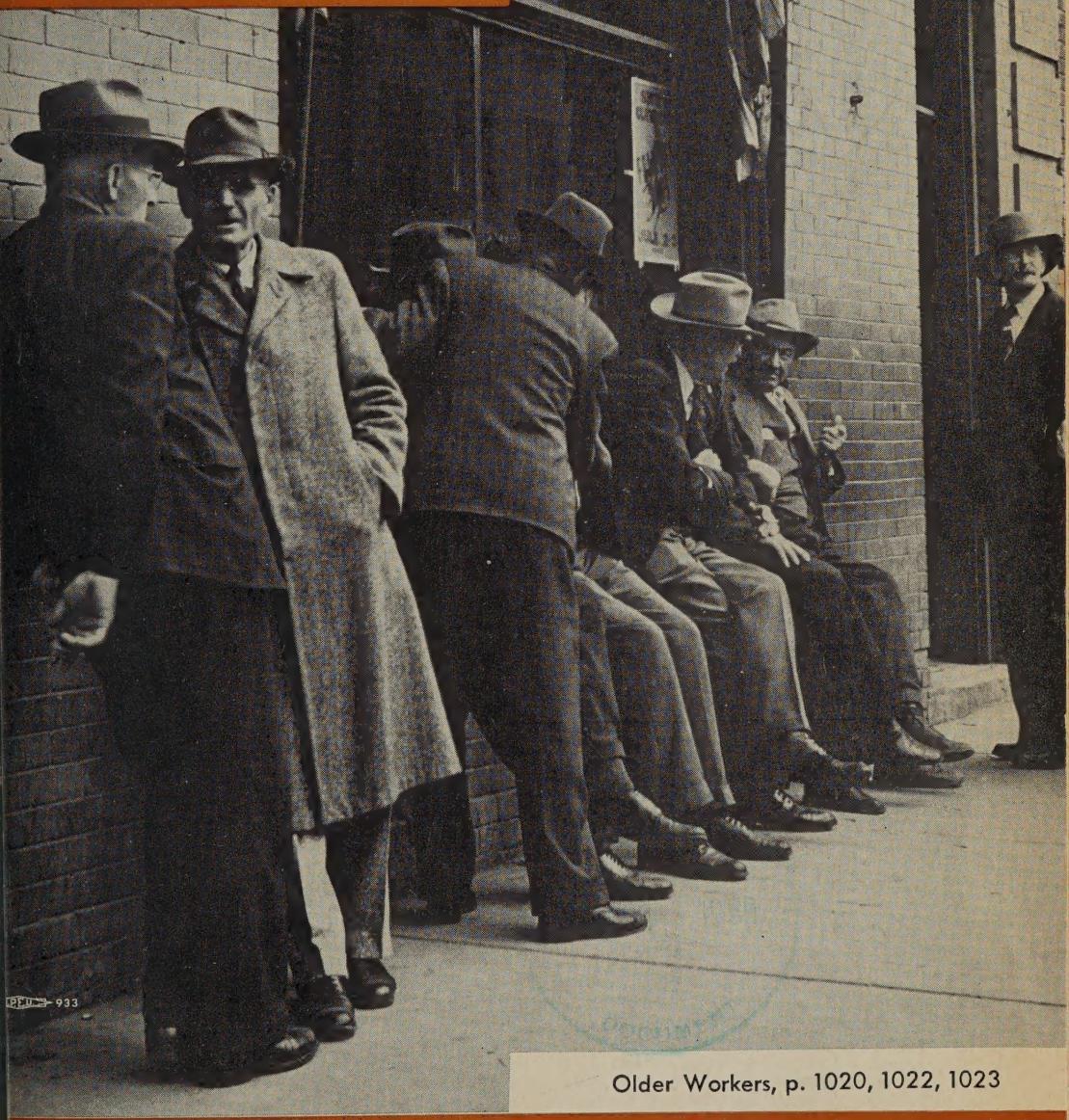




CANADA

THE LABOUR AZETTE



Older Workers, p. 1020, 1022, 1023

Published Monthly by the
DEPARTMENT OF LABOUR
CANADA

Vol. LIX

No. 10

OCTOBER 30, 1959

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

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A. H. Brown, Deputy Minister

Published Monthly in
English and French

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Vol. LIX, No. 10	CONTENTS	October 30, 1959
Employment Review	993	
Collective Bargaining Review	1006	
Notes of Current Interest	1012	
Ageing Worker in the Canadian Economy	1020	
Age and Performance in Retail Trade	1022	
Clauses in Collective Agreements Dealing with Older Workers	1023	
Labour Relations and Trade Union Legislation in Canada in 1959	1028	
McGill University's 11th Annual Industrial Relations Conference	1032	
Industrial Fatalities in Canada, Second Quarter of 1959	1041	
Five Broadcasts on Older Worker Problem	1044	
Jewish Vocational Service, Toronto	1045	
The Teen-Aged Girl in Employment	1046	
50 Years Ago This Month	1047	
Teamwork in Industry	1048	
Industrial Relations:		
Certification Proceedings	1049	
Conciliation Proceedings	1054	
Labour Law:		
Labour Legislation Enacted in 1959	1068	
Legal Decisions Affecting Labour	1079	
Recent Regulations under Provincial Legislation	1083	
Unemployment Insurance:		
Monthly Report on Operation	1086	
Decisions of the Umpire	1087	
Labour Conditions in Federal Government Contracts	1092	
Prices and the Cost of Living	1098	
Publications Recently Received in Department's Library	1100	
Labour Statistics	1106	

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Current Situation

For the second successive month total employment (seasonally adjusted) expanded less rapidly than during the spring and early summer months. Between August and September the number of persons with jobs fell seasonally by 108,000 to 6,078,000. After allowance for average seasonal changes, estimated employment in September was only slightly above the June level. The September estimate was up 3 per cent over a year earlier.

Currently, total employment is estimated to be 2 per cent above the record peak of two years ago. Almost all major industries (mining and agri-

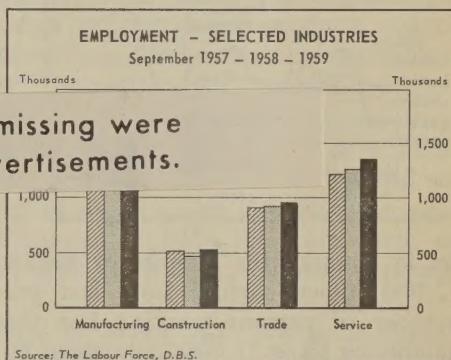
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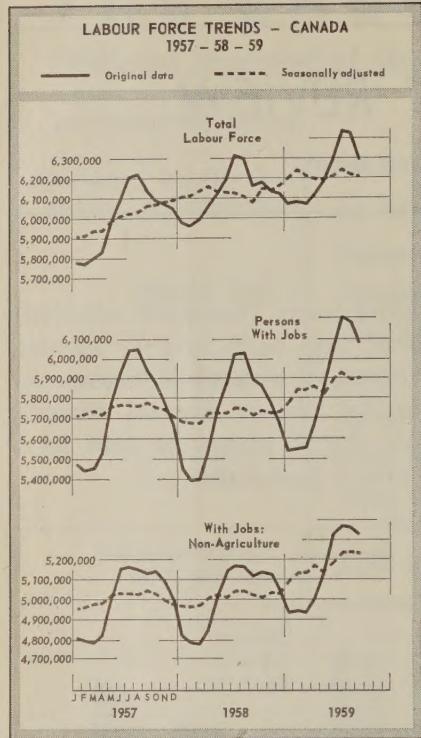
year period is attributable in large part to an expansion of service activity (see chart). Employment increases in health and education have been particularly large in the past year, while government business and personal service have shown smaller, but still substantial, gains. In September the service industry as a whole accounted for 23 per cent of total employment compared with 21 per cent two years earlier.

The continued expansion of the service industry has been supported over the past year by a strong recovery in primary steel and steel products and in the manufacturing of most consumer goods, especially durables. The advance in manufacturing as a whole has been retarded by declines, or lagging upturns, in aircraft manufacturing, railway rolling stock and shipbuilding, and heavy electrical apparatus.

The September Labour Force

Two thirds of the employment decline over the month resulted from a seasonal drop in agricultural activity. In non-agricultural industries there were declines in temporary summer employment, mainly in trade, manufacturing and construction. Offsetting employment gains resulted from the return of teaching staffs, which was largely responsible for an increase of more than 50,000 over the month in service employment. The net result of these changes was a moderate decline of 34,000 in non-farm employment, an amount consistent with the customary seasonal pattern. It left the non-farm employ-





ment total at 5,328,000, about 4 per cent higher than last year.

The seasonal disappearance of more than 100,000 jobs was accompanied by an even greater drop in the size of the labour force. This was caused principally by the heavy withdrawal of available workers that is generally associated with the beginning of the school year. An estimated 192,000 workers under 25 years of age dropped out of the labour force between August and September. The number of workers in the older age groups increased by 58,000. The proportion of the non-institutional population participating in the labour force dropped from 55.4 per cent to 54.2 per cent, about the same level as last year.

Unemployment reached its low point for the year in September, and was lower than the year before in almost all parts of the country. The number of persons without jobs and seeking work fell to 213,000 in September, some 60,000 fewer than a year ago. With the return to work of automobile work-

ers in Ontario, the number of workers on temporary layoff was reduced to 12,000, down slightly from last year. Short time was also reduced, the number of persons working less than a full week because of short time numbering some 31,000, only about 60 per cent of the year-earlier figure. This has its counterpart in the length of the average work week in manufacturing, which, at mid-summer, was up a half hour from a year earlier.

Persons under 25 years of age have experienced the heaviest unemployment relative to their total numbers and recent changes in unemployment have affected this group more than others. In the third quarter of 1959, 43 per cent of job seekers were under 25 years, 34 per cent were from 25-44 years old, and 22 per cent were over 45. Four out of every ten job seekers were single. Eight out of every ten were men.

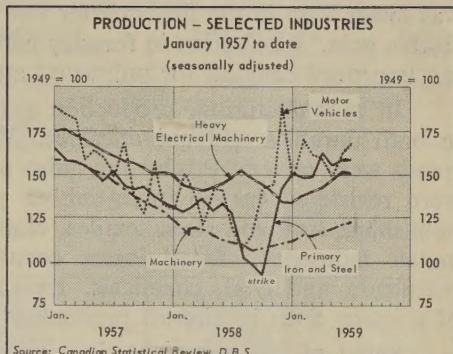
Of the 26,000 decline in the number of job seekers between August and September, men accounted for 22,000. The change was greatest for those under 25 and more moderate for the 25-44 group, while the number of unemployed over 45 showed no change over the month.

In September, persons without jobs had been seeking work for an average of 3.6 months, half a month less than in August. Once again the largest drop was among males under 25 years. In the over-45 group there was little or no change in either the number of job seekers or the length of their unemployment.

Duration of unemployment was down even more sharply compared with last year. In September 1959, some 59,000, representing 18 per cent of the total, had been seeking work for 4 months or more. In September last year, 96,000, or 35 per cent of the total, had been seeking work for this length of time.

Economic Trends

Additional light on the nature of the business recovery in 1959 is shed by the production and income estimates of the Dominion Bureau of Statistics. The estimated value of non-farm output (seasonally adjusted) rose by 2 per cent in the second quarter to a level about 8 per cent higher than in the second quarter of 1958. The increase was fractionally higher than the first quarter advance and it carried the Gross National Product to an annual rate of \$34.7 billion.



More than half the increase in total output stemmed from a sharp rise in exports of goods and services. Exports of forest products, farm machinery, uranium, iron ore and asbestos showed the largest advances, reflecting stronger demands in the United States for Canada's resource-based products. Commodity exports to the United States reached an all-time high in the second quarter and were one fifth higher than in the same period last year.

Along with this sharp rise in exports, the Canadian economy has been supported by a build-up of non-farm inventories. Although the rate of accumulation was considerably lower than in the first quarter, when it reached an annual rate of \$400 million, the additional demands on production were quite significant. Compared with the second quarter of 1958 this component of the Gross National Product has provided \$600 million in additional demands on production.

Personal and government expenditures on goods and services continued to rise in the second quarter, though the rise in consumer spending was very modest, amounting to only about 1 per cent. Business outlays on plant and equipment showed a rise of about 5 per cent, considerably larger than the first quarter advance which ended the downward trend of 1957 and 1958. The over-all rise in capital expenditures was dampened, however, by a further drop in outlays for housing. When the first six months of 1959 are compared with the same period of the previous year, total capital investment shows a decline of 2 per cent, with residential construction down 3 per cent.

The goods-producing industries were mainly responsible for the increase in total output during the second quarter. Industries servicing the rest of the economy (which include trade, transportation, storage, communication, finance and insurance) expanded quite slowly this year after registering sharp gains during the latter part of 1958. In the goods-producing industries, the increase in output during the second quarter was more widely diffused than it was earlier in the year, when a large part of the rise in production was concentrated in mining and durable manufacturing.

Mining production rose at a slower rate than in the first quarter, when the settlement of industrial disputes was responsible for much of the increase. On a seasonally adjusted basis, total mining production increased by about 2 per cent between the first and second quarter. Nickel, copper and asbestos shared in the increase; production of uranium, iron ore, gold and lead declined.

Output in the construction industry rose fractionally in the second quarter after declining steadily for almost a year. Investment in residential construction was lower than in the first quarter but non-residential construction registered a sizable gain. Production in forestry continued to increase moderately, reflecting the improved demand for pulpwood and lumber.

In manufacturing, production gains of more than 2 per cent occurred in both durables and non-durables. Within both of these groups production trends were mixed. Production gains of 2 to 9 per cent (seasonally adjusted) were registered in the food, rubber products, paper products, printing and publishing, iron and steel, textiles, clothing, beverages, leather and non-ferrous metals industries. Small losses occurred in tobacco products, products of petroleum and coal, chemicals, transportation equipment (mainly the result of a sharp drop in aircraft production) and electrical apparatus and supplies.

Some of the manufacturing industries that were hardest hit during the recession registered the largest production gains during the recent business upturn. The seasonally adjusted index of primary iron and steel production made a marked recovery so that early in the second quarter production was at a new record high level. Motor vehicle production, which showed a similarly sharp contraction during the recent recession, also figured prominently in the over-all rise in production. In the second quarter of 1959, production of motor vehicles averaged one-third higher than in the comparable period in 1958.

The trends in output in the machinery and heavy electrical machinery industries turned up much later than in other heavy industries. This is not surprising, however, since non-residential construction was declining while other parts of the economy were expanding, and there is normally a fairly close relationship between this sector and purchases of machinery and equipment. The production increases during the first half of 1959 coincided with the rise in non-residential construction. However, production of both electrical and other machinery was still well below the 1957 peak in mid-year.

Advances in labour income were fairly general this year. Increases ranging from 1 to 2 per cent occurred in all industries except forestry, transportation, communication and storage. Total labour income in the first half of 1959 was about 8 per cent higher than last year, with fairly large gains in almost all industries except mining. Labour income in manufacturing was 5 per cent higher, reflecting a slight gain in employment, some increase in hours of work and higher average wages and salaries.

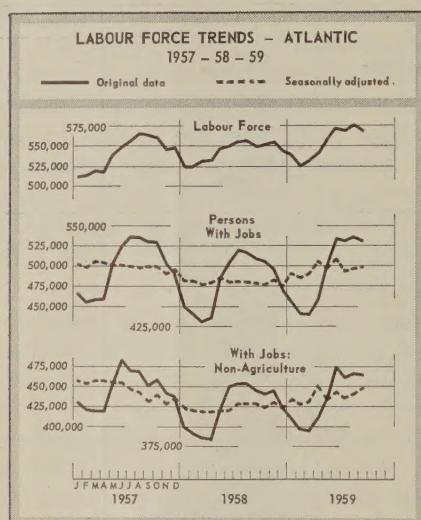
CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER 1959

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Vancouver— New Westminster → WINDSOR	Calgary Edmonton Halifax Hamilton Montreal Ottawa—Hull → QUEBEC—LEVIS St. John's Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)		Brantford Cornwall Lac St. Jean New Glasgow → OSHAWA Peterborough Rouyn-Val d'Or Shawinigan Sherbrooke Victoria	Corner Brook Farnham—Granby Fort William- Port Arthur Guelph → JOLIETTE Kingston Kitchener London Moncton → NIAGARA PENINSULA Saint John Sarnia Sudbury Sydney Timmins- Kirkland Lake → TROIS RIVIERES	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		Barrie	Brandon Charlottetown Chatham Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Riviere du Loup Saskatoon Thetford-Megantic- St. Georges Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Brampton Newcastle PRINCE GEORGE ← ST. HYACINTHE ← Valleyfield	Bathurst Beauharnois Belleville-Trenton Bracebridge Bridgewater Campbellton → CENTRAL VANCOUVER ISLAND Chilliwack Cranbrook Dauphin Dawson Creek Drumheller → DRUMMONDVILLE Edmundston Fredericton Galt Gaspe Goderich Grand Falls Kamloops Kentville Kitimat Lachute-St Therese → LINDSAY Listowel Medicine Hat Montmagny North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince Rupert Quebec North Shore → RIMOUSKI Ste Agathe-St. Jerome (Continued in col. 2)	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 990, September issue.

Employment Situation in Local Areas

ATLANTIC



turing employment in Newfoundland this summer. There has been a plentiful run of fish, and employment in the processing plants was almost a third higher than last year.

In Nova Scotia, manufacturing employment was still considerably lower than last year owing to continuing weaknesses in transportation equipment manufacturing, notably shipbuilding and railway rolling stock. But in New Brunswick manufacturing employment showed little change from a year ago; an upturn in sawmilling activity offset a moderate decrease in employment in transportation equipment. Food processing plants in the Maritimes absorbed new workers as fruit and vegetable canning got underway.

On the whole, employment in the Atlantic region showed a marked improvement over the year but there were still considerably more workers than jobs in many occupations. Labour supplies were heaviest among unskilled and semi-skilled workers; unskilled occupations accounted for almost one third of the total number of persons registered at NES offices in the region at the end of September.

Unemployment in the region declined during the month as the withdrawal of students and other seasonal workers from the labour force more than matched the decline in job opportunities. Two labour market areas were reclassified to a category denoting lower unemployment. At the end of September, the area classification was as follows (last year's figures in brackets): in moderate surplus, 2 (13); in balance, 19 (8).

Local Area Developments

Halifax (metropolitan) remained in Group 3. Factory employment fell during the month as the Halifax shipyards curtailed operations owing to a lack of repair work; some 500 workers were reported to have been released during the month. Total employment in the area was still considerably higher than

Employment in the Atlantic region remained fairly stable during September. The number of persons with jobs was estimated to be 530,000, a decline of 5,000 from the month before but an increase of 22,000 from a year ago. The employment decline during the month was slightly smaller than usual owing to a further improvement in logging and lumbering in Newfoundland and New Brunswick, and the maintenance of high levels of construction activity in all four provinces.

In Newfoundland, iron ore production lagged well behind the previous year, but manufacturing and construction were very active. Fish processing accounted for most of the improvement in manufac-

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	Septem- ber 1959	Septem- ber 1958	Septem- ber 1959	Septem- ber 1958	Septem- ber 1959	Septem- ber 1958	Septem- ber 1959	Septem- ber 1958
Metropolitan.....	—	—	2	6	10	6	—	—
Major Industrial.....	—	—	10	21	16	5	—	—
Major Agricultural.....	—	—	1	1	13	13	—	—
Minor.....	—	1	5	25	53	32	—	—
Total.....	—	1	18	53	92	56	—	—

last year as most non-manufacturing industries showed sizable year-to-year gains. The construction industry showed remarkable buoyancy, reflecting a record level of housebuilding activity in the area this year; the value of building permits issued for all types of construction in the first eight months was 56 per cent higher than in the comparable period last year. Total industrial employment in July was more than 3 per cent higher than last year.

St. John's (metropolitan) remained in Group 3. Increased construction activity this summer bolstered employment throughout the area. In July total employment was 8 per cent higher than last year and 9 per cent higher than in July 1957. Most activities except mining shared in the year-to-year employment expansion; the iron ore mines at Bell Island closed for one week during the month and there was little prospect of resuming full-scale operations before the turn of the year.

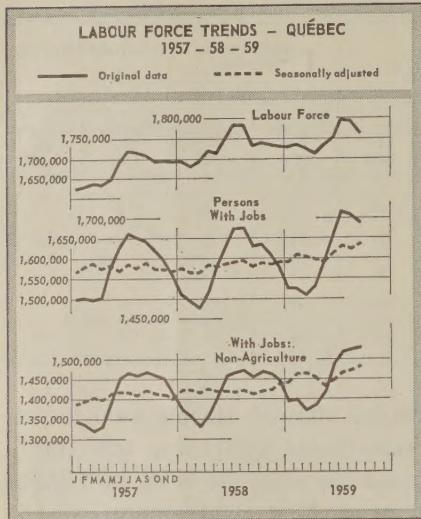
Saint John (major industrial) remained in Group 3. Employment was maintained at a considerably higher level than last year as the construction industry remained very active. Skilled construction tradesmen were reported to be scarce during September.

Summerside and **St. Stephen** (minor) were reclassified from Group 2 to Group 3. Labour requirements continued to increase in a number of seasonal industries.

QUEBEC

Employment decreased slightly in the Quebec region between August and September as students and other seasonal workers withdrew from the labour force. In September, the number of persons with jobs was estimated at 1,691,000, some 17,000 fewer than in August but 61,000 more than a year earlier. Non-farm employment was maintained at a high level during the month and there was the usual sharp decline in farm work.

Non-agricultural employment has improved steadily since spring and in September was 72,000, or 5 per cent, higher than a year earlier. All the major industries of the region were represented in this improvement; mining (especially in the iron ore sector) and forestry operations showed the most marked increases. Total mining employment at the end of July was some 7 per cent above the previous year and close to the 1957 level. In forestry, particularly in pulp cutting, the number of workers has risen substantially



wood products industry employment was markedly higher during this summer than in the past two years. Smaller employment advances occurred in the iron and steel and transportation equipment industries. Employment in the iron and steel industry rose moderately over the year but was still well below the 1957 peak. There was very little improvement in the transportation equipment industry until late this summer, when the aircraft and railway rolling stock industries began retooling for new orders.

The over-all employment expansion was shared unevenly by the various areas in the region. The sharpest gains occurred in the largest areas, particularly Montreal, Quebec, and Trois Rivières.

There was a marked decline in unemployment during the month. At the end of September the area classification was as follows (last year's figures in brackets): in substantial surplus, 0 (1); in moderate surplus, 6 (19); in balance, 18 (4).

Local Area Developments

Montreal (metropolitan) remained in Group 3. Textile production increased seasonally during the month, and construction remained at a high level. Manufacturing employment was higher than last year with notable gains in textiles and clothing. In the transportation equipment industry employment was considerably lower than last year.

Quebec-Levis (metropolitan) was reclassified from Group 2 to Group 3. Increased activity in forestry and construction was mainly responsible for the rise in employment.

St. Hyacinthe (minor) was reclassified from Group 3 to Group 2. Temporary layoffs in the leather and rubber industries affecting several hundred workers accounted for the rise in unemployment in this area.

since the beginning of the summer. At mid-September there were 3,200 more loggers cutting pulpwood than at this time a year ago.

In construction also, employment was maintained at a high level during recent months. A decline in residential construction activity was offset by increased commercial, industrial and institutional building.

Last May activity in manufacturing rose above the level of the previous year and has continued since at a higher level. The improvement has extended to most groups within manufacturing. In primary and secondary textiles employment at the end of July was 7 and 2 per cent higher, respectively, than a year earlier. In the

ONTARIO

In Ontario the employment decline between August and September was about normal for this time of year. The most noticeable developments were a shrinkage of the labour supply as students returned to school, a rehiring of production workers in automotive and other consumer durable goods industries, and the heavy seasonal labour requirements of tobacco, fruit and vegetable harvesting. The net result was an employment decline of 62,000 between August and September, bringing the provincial total to 2,225,000. This figure was 2 per cent higher than a year earlier, somewhat less than the margin of the summer months.

Manufacture of durable consumer goods and iron and steel products showed the strongest year-to-year gains. Production of motor vehicles got underway slowly after a very brief retooling period. Up to the end of July output in 1959 was up about 15 per cent over 1958. The average gain in the number employed was only two-thirds this amount, but there were fewer short-term layoffs, and the average weekly hours were, on average, 6 per cent higher.

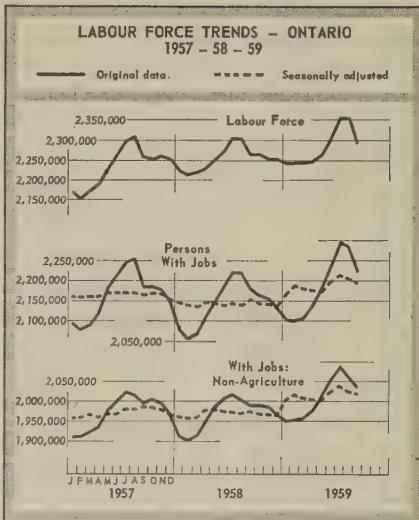
Output of some household electrical items was reduced during the summer months to reduce overloaded inventories. At that, however, production and employment were still ahead of last year's levels. Reports in September indicated increased output of most household products with the possible exception of refrigerators.

Primary steel production continued at full capacity during September and order books in the industry were filled for the rest of this year. All other industries in the iron and steel products group were operating at higher levels than last year.

Some construction projects were held up by shortages of imported structural steel but the industry as a whole was not seriously hampered. An upswing in new housing was evident following the sharp drop of the spring and early summer months. Total employment in the industry was close to last year's level.

The distribution and services industries, which account for between 20 and 25 per cent of provincial employment, continued to expand steadily. This summer, employment in the larger firms reporting to the Bureau of Statistics was about 3 per cent higher than last year throughout the trade, service, finance, insurance and real estate industries.

Employment in aircraft manufacturing, about 11,000, was less than half the year-earlier figure. This industry and, to a lesser extent, forestry and railway rolling stock were the only ones in the province to show significant employment losses over the year.



With the upturn in automobile production and the subsequent drop in unemployment in Windsor and Oshawa, the region was free of substantial labour surplus areas. The classification of local areas at the end of September was as follows (last year's figures in brackets): in moderate surplus, 7 (13); in balance, 27 (21).

Local Area Developments

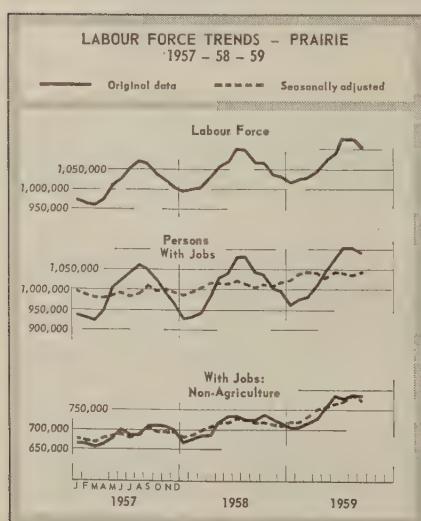
Toronto (metropolitan) remained in Group 3. Employment losses in aircraft manufacturing have overshadowed substantial increases over the year in almost every other industry. The manufacture of non-ferrous metal, rubber, and iron and steel products showed gains of from 6 to 13 per cent. Labour shortages in September included vertical mill borers, machinists, tool and die makers and refrigeration mechanics, as well as long-standing requirements for auto mechanics, stationary engineers and stenographic, sales and service workers.

Hamilton (metropolitan) remained in Group 3. As the result of a high level of steel production and the shorter layoff period in the automobile industry, the number registered at the NES offices was less than two-thirds of last year's figure.

Windsor (metropolitan) and **Oshawa** (major industrial) were reclassified from Group 1 to Group 2; **Niagara Peninsula** (major industrial) was reclassified from Group 2 to Group 3. The rehiring of workers in the motor vehicle and parts industries was mainly responsible for the reclassification of these areas. This summer, employment in the two last areas was the same or slightly higher than last year. In Oshawa it was considerably higher than last year and in September there were reported shortages in several professional, skilled and unskilled occupations.

Lindsay (minor) was reclassified from Group 2 to Group 3, partly as the result of the return to work in Oshawa of several hundred automobile workers.

PRAIRIE



The beginning of the seasonal decline in employment was apparent in the Prairie region in September. The number holding jobs went down from August by 16,000 to an estimated total of 1,091,000. This figure was, however, 44,000 or more than 4 per cent higher than a year earlier. The greater part of the decline occurred in agriculture, where little progress was made in harvesting because of wet weather. At month-end, about one-third of the crops in the centre of the region remained unharvested. Further east and south a greater proportion was complete.

Some weakening in the demand for workers in clerical, sales and service occupations brought about a small reduc-

tion in the non-farm work force. Inclement weather during the month also hindered road building and other municipal work. Other construction maintained a high level through the month, the main impetus stemming from business building. Although lower than 1958 rates through most of this year, the number of new houses started increased in September. Construction employment continued near the levels reached at mid-summer, when the number working in the industry was roughly 10 per cent higher than a year earlier. The largest gain was in the eastern part of the region; Manitoba construction employment was up from 1958 by about 15 per cent and Saskatchewan and Alberta registered gains of about 11 and 8 per cent respectively.

A heavy movement of grain through the port of Churchill and further extension of transportation facilities and other installations brought more employment to the district adjacent to Hudson Bay. Economic activity in the north was strong, with oil exploration intensified and uranium mining steady.

Strengthening demand for oil was indicated in August by an increase over a year earlier, amounting to 20 per cent for Alberta and 10 per cent for Saskatchewan, in deliveries of crude to gathering pipelines. Oil drilling rigs in operation in September moved 10 per cent ahead of the year-earlier total, and were almost 15 per cent higher than at mid-summer.

Workers in considerable numbers, including many university students, left the labour force on completion of their summer jobs. These withdrawals from the labour force offset the contraction in employment during the month, resulting in a small reduction in unemployment. The demand and supply of labour remained in balance in all 20 of the labour market areas in the region at the end of September, unchanged from the month before. A year earlier, two areas were in moderate surplus and 18 were in balance.

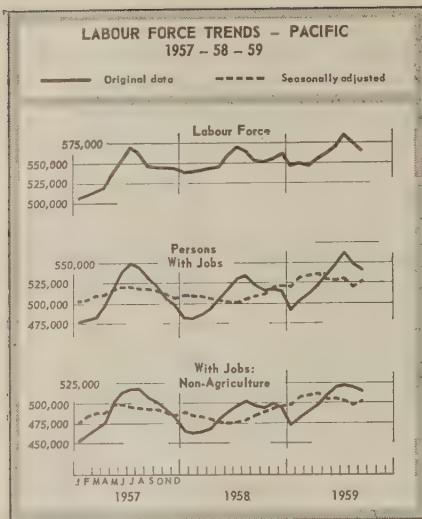
Local Area Developments

Edmonton (metropolitan) remained in Group 3. Employment remained relatively stable. There were seasonal staff reductions in sales and service establishments, a layoff in textile manufacturing, and road building outside the city was curtailed by rain. Upward trends continued in manufacturing, particularly in aircraft plants, and in business and commercial construction.

Fort William-Port Arthur (major industrial) remained in Group 3. Lower activity in the transportation equipment industry and lighter-than-usual grain movements caused some layoffs. Outside the city, increased pulp cutting immediately north and west of Lake Superior raised employment in that industry to approximately the year-earlier level for the first time this year.

PACIFIC

A seasonal decline in employment was evident in the Pacific region in September, but it was not as large as usual as a result of the expansive effect of the return to work, at mid-month, of the coastal lumber workers who had been on strike since July 6. The decline was mainly attributable to general contraction in service, sales and clerical occupations towards the end of summer. The employment change, amounting to 8,000 from the previous month, brought the estimated total number with jobs to 541,000, some 19,000 above September 1958.



A sharp rise in logging, sawmilling, and plywood production followed the end of the coastal and Vancouver Island woodworkers' strike. The inland part of the industry, which has not been affected by the strike, remained very busy. The coastal transportation industry, seriously curtailed by the strike, returned to normal operating levels. Pulpwood production, hampered to some extent by a lack of cores and chips for the duration of the strike, was at capacity production by the second half of the month. Employment improved in manufacturing plants such as furniture and sash and door makers where some lumber shortages had developed, and in plants engaged in the production of supplies for the forest industry.

Manufacturers not associated with the forestry industry were at favourable levels of activity, particular strength being apparent in garment production and textiles. However, weakening in shipbuilding employment resulted from a lack of orders and no immediate improvement was anticipated. In other industries, construction employment continued near the summer levels, except for some highway work that was hampered by wet weather. In the holiday trades, business this summer fell somewhat short of that of last year, and employment began to decline to the off-season levels.

Unemployment showed little change; students and some of the other people engaged only for the summer did not look for new jobs after their release. Two labour market areas were reclassified from the month before. One change indicated an increase, the other a decrease in unemployment. The classification of the 11 areas, unchanged over-all from August, was as follows at the end of the month (last year's figures in brackets): in moderate surplus, 3 (6); in balance, 8 (5).

Local Area Developments

Vancouver (metropolitan) and **Victoria** (major industrial) remained in Group 2. Waterfront activity rose markedly as coastal shipping serving the forest industry returned to normal at the end of the woodworkers' strike. Deep-sea shipping also increased as lumber shipments were resumed. Grain shipments were high; two million bushels more moved out of Vancouver in August and September than in the same months of 1958. Some year-to-year decline in housing starts this summer did not offset a larger volume of business and industrial building, so that local registrations with the National Employment Service of construction tradesmen in September were 40 per cent below last year's totals. Layoffs at shipyards, however, and slackness in demand by trade and service establishments caused total registrations to rise slightly from the month before.

Central Vancouver Island (minor) was reclassified from Group 2 to Group 3. Increased activity in the woods in the second half of the month reduced unemployment.

Prince George (minor) was reclassified from Group 3 to Group 2. Heavy rainfall in the area seriously hampered logging and also delayed the ripening of crops, causing a rise in the number looking for work.

Current Labour Statistics

(Latest available statistics as of October 10, 1959)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Sept. 19	6,291,000	- 2.1	+ 2.1
Persons with jobs.....	Sept. 19	6,078,000	- 1.8	+ 3.2
Agriculture.....	Sept. 19	750,000	- 9.0	- 3.1
Non-Agriculture.....	Sept. 19	5,328,000	- 0.6	+ 4.2
Paid Workers.....	Sept. 19	4,911,000	- 1.2	+ 4.3
Usually work 35 hours or more.....	Sept. 19	5,709,000	- 2.7	+ 2.7
At work 35 hours or more.....	Sept. 19	5,371,000	+ 2.8	+ 4.6
At work less than 35 hours, or not at work due to short time and turnover... for other reasons:.....	Sept. 19	60,000	+13.2	- 25.0
Not at work due to temporary layoff.....	Sept. 19	266,000	-53.3	- 19.2(c)
Usually work less than 35 hours.....	Sept. 19	369,000	+15.7	+ 12.5
Without jobs and seeking work.....	Sept. 19	213,000	-10.9	- 21.4
<i>Registered for work, NES (b)</i>				
Atlantic.....	Sept. 17	25,200	- 3.1	- 25.7
Quebec.....	Sept. 17	74,900	- 8.7	- 23.6
Ontario.....	Sept. 17	95,000	-11.4	- 20.0
Prairie.....	Sept. 17	27,900	- 4.1	- 19.6
Pacific.....	Sept. 17	35,600	+ 2.9	- 14.8
Total, all regions.....	Sept. 17	258,600	- 7.3	- 21.0
Claimants for Unemployment Insurance benefit.....	August 31	209,966	- 7.1	- 28.7
Amount of benefit payments.....	August	\$13,123,154	- 9.7	- 32.7
Industrial employment (1949 = 100).....	July	123.1	- 0.3	+ 0.9
Manufacturing employment (1949 = 100).....	July	112.2	- 1.8	+ 0.4
Immigration.....	1st 6 mos/59	57,089	—	- 15.7
Destined to the labour force.....	1st 6 mos/59	29,535	—	- 17.4
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	September	33	-29.8	- 41.1
Number of workers involved.....	September	30,076	-22.2	- 37.9
Duration in man days.....	September	282,490	-57.7	- 42.5
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	July	\$73.78	+ 0.1	+ 4.3
Average hourly earnings (mfg.).....	July	\$1.71	- 0.6	+ 3.0
Average hours worked per week (mfg.).....	July	40.8	- 0.5	+ 1.2
Average weekly earnings (mfg.).....	July	\$70.01	- 0.9	+ 4.7
Consumer price index (av. 1949 = 100).....	September	127.1	+ 0.6	+ 1.2
Real weekly earnings (mfg. av. 1949 = 100)....	July	133.2	- 0.9	+ 3.7
Total labour income.....	July	1,508	- 1.4	+ 7.3
<i>Industrial Production</i>				
Total (average 1949 = 100).....	August	161.9	+ 0.8	+ 7.1
Manufacturing.....	August	145.8	+ 0.8	+ 5.6
Durables.....	August	137.8	- 7.0	+ 5.2
Non-Durables.....	August	152.6	+ 7.8	+ 5.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 990, September issue.

(b) See page 990, September issue.

(c) Includes persons who lost time due to the observance of the Jewish New Year.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

A number of collective agreements covering units of 500 or more workers are due to expire during the last quarter of 1959. More than 100,000 workers will be affected by forthcoming negotiations between the major Canadian railways and the 15 unions representing the non-operating employees. In addition, civic employees in a number of localities across Canada will seek new contracts.

The collective bargaining scene in September was highlighted by the settlement of the strike involving the West Coast lumber industry and the International Woodworkers of America. With 27,000 coastal lumber workers returning to their jobs, the number of people idle due to work stoppages in Canada dropped from about 30,000 to approximately 2,700. Another strike settlement was reported early in October, when the 600 members of the Bakery and Confectionery Workers' International Union returned to work at the Fry-Cadbury plant in Montreal, ending a strike that began on August 11.

Three major settlements reached during September extended existing contracts without providing wage increases. Avro Aircraft Company and Orenda Engines of Malton, Ont., signed agreements with their locals of the International Association of Machinists extending contracts for two years without change. Similarly, the International Ladies' Garment Workers' Union and the Dress Manufacturers' Guild of Toronto extended their agreement until July 31, 1960.

After more than nine months of negotiation, the **Amalgamated Clothing Workers' Union** agreed upon a satisfactory settlement with the **Garment Manufacturers' Association of Western Canada**, the bargaining agency for 24 Winnipeg manufacturers. When the parties failed to reach an agreement, application was made for the services of a conciliation board. The resulting report, released in July, recommended that cutters be given an increase of 20 cents an hour and other workers 9 cents an hour, both to be spread over a three-year period. Since the union's demand had been for 25 cents an hour for cutters and 12 cents an hour for other workers, the board's recommendation was turned down and, contrary to the advice of their executive, the members reportedly voted for a strike. A work stoppage was averted by successful efforts of the union executive to reach a compromise with the Association. The final terms accepted by the union membership provide for a three-year contract in which a 24-cent-an-hour increase will be allotted to the cutters in three stages: 7 cents an hour retroactive to February 15, 1959, 10 cents an hour effective December 15, 1959, and a further 7 cents an hour on December 15, 1960. For other workers the increases were 4 per cent retroactive to February 1, 1959, 5 per cent effective December 15, 1959, and 3 per cent on December 15, 1960. In addition, the companies agreed to fully finance a new pension plan.

Important negotiations in the Quebec textile industry, affecting approximately 10,000 workers, continued during September. Conciliation boards held final meetings but, at the end of the month, had not completed their reports on the disputes of the **United Textile Workers of America** with **Dominion**

Textiles in Montreal and with **Montreal Cottons** in Valleyfield, Quebec. In Drummondville, the **Textile Workers Union of America** continued to bargain with **Canadian Celanese** but did not reach an agreement during September.

The **National Catholic Textile Federation**, which bargains for 5,000 employees of **Dominion Textiles Company** at Magog, Drummondville, Sherbrooke and Montmorency, called a strike at the Magog mill, while the parties were engaged in post-conciliation bargaining. Originally the company was believed to have asked for a reduction in wages of 6 cents an hour, which they maintained was necessary to combat competition caused by the heavy importation from low-wage countries. The union, on the other hand, asked for a 30-cent-an-hour increase. When negotiations failed to bring about a compromise between the two parties, a conciliation board was appointed. In the board's three-way report the chairman recommended an hourly increase of 6 cents, the union nominee proposed an hourly increase of 15 cents and the company nominee maintained that there should be no increases whatever. During the ensuing bargaining the Magog local called a strike, apparently as a result of a report that the company planned to ship 40 million yards of material to Montreal for finishing.

Despite the strike in Magog, the company and the union continued to meet in an attempt to reach a settlement. In addition to the wage issue, discussions were carried on regarding bonus plans, Saturday work, overtime, a guaranteed 40-hour week, and management rights.

The 12-week strike by the **United Steelworkers of America** against the **John Inglis Company** ended October 5 when members of the Toronto local voted to accept new terms worked out by their negotiating committee. The settlement marked the final stage of a lengthy period of bargaining that began late in 1958 and involved the company's plants at Scarborough, St. Catharines and Toronto. In July 1959 the Scarborough and St. Catharines locals of the union accepted a company offer of a 25½-cent-an-hour "wage package" spread over a three-year period, plus \$45 settlement pay. The 25 cents was made up of 7 cents an hour each year during the three-year agreement, approximately 3 cents an hour for improving the pension plan, and about 1½ cents an hour to improve the welfare plan.

The 700 employees of the Toronto Strachan Avenue plant, however, rejected the offer because a clause in the new agreement was considered detrimental to previous gains obtained by the local. Under the old agreement the company was required to give 11 days notice of layoffs to the union and seven days to the employee. Management maintained that a more efficient operation would result if no more than three days notice was given in short layoffs of two weeks or less. For these short-term periods it was proposed that management should select temporary jobs for high seniority employees, and that seniority rights should be confined within each of the company's divisions, rather than on a plant-wide basis. In the final settlement it was agreed that temporary layoffs, for periods up to one week, may be made on four hours notice, on condition that no employee will lose more than 15 days work a year under the terms of this clause. The monetary terms were essentially the same as those accepted by the Scarborough and St. Catharines locals, except that the \$45 settlement pay was increased to \$67.50.

In September, the **United Steelworkers of America** concluded a three-year agreement with **Dominion Steel and Coal Corporation** in Sydney, N.S. The union now has a three-year agreement with each of Canada's "Big Three" basic iron and steel producing corporations, namely, the Steel Company of Canada Limited in Hamilton, the Algoma Steel Corporation Limited in Sault Ste. Marie, and Dosco. The new agreement includes an increase of 5 cents an hour retroactive to August 2 with an additional 10 cents an hour on July 31, 1960, and a further increase of 6 cents on July 30, 1961. The former co-operative wage study increments of 5½ cents an hour will be increased to 6 cents on July 31, 1960. Premium pay of 15 cents an hour for Sunday work becomes effective on July 30, 1961. On the same date the vacation plan will be altered to permit 4 weeks vacation with pay for employees having 25 years or more service. The company's contribution to the supplementary employment benefit fund will be reduced from 5 cents an hour to 3 cents an hour beginning October 1, 1960.

Some 3,300 employees were affected by a new agreement signed by the **Canadian Pacific Railway**, eastern region, and the **Brotherhood of Railroad Trainmen**. The settlement was based on recommendations made by a conciliation board that included wage increases of 2.3 per cent retroactive to June 1, 1958, 3 per cent on February 1, 1959 and again on September 1, 1959, and 1.5 per cent on June 1, 1960, all based on rates effective May 31, 1958. Meanwhile, the same union was at the conciliation board stage in its negotiations with the prairie and Pacific regions of the Canadian Pacific Railway.

The **Canadian Brotherhood of Railway, Transport and General Workers** continued negotiating for a new contract with four railway hotels: the Chateau Laurier Hotel, Ottawa; Hotel Vancouver, Vancouver; Chateau Frontenac, Quebec City; and the Empress Hotel, Victoria. Disputes at the first two hotels were in the conciliation officer stage, while the other two hotels continued negotiations without the use of conciliation services. In Montreal, the **Queen Elizabeth Hotel** signed a collective agreement with the **Hotel, Restaurant Employees and Bartenders International Union** affecting 800 employees. For most categories, the three-year agreement provided for a reduction in the work week from 44 hours to 40 hours, with the same take-home pay.

With the termination of the existing agreement between **Trans-Canada Airlines** and the **Canadian Airlines Pilots' Association**, collective bargaining for a new contract started in September. During the previous month a settlement had been reached by the parties on a re-opener clause in the old agreement regarding what is known as the one-in-four formula. Under the formula, pilots would receive one hour's flight time and pay credit for every four hours away from home base. The settlement followed the release by a conciliation board of a majority report, which stated that a pilot away from home base should be assured of a reasonable amount of flying time. It agreed that the Association should be guaranteed six hours flying time for every 24 hours away from home base, at company request. The one-in-four principle is to become partly effective in November 1959 and fully effective in November 1960.

During September, 15 agreements affecting 500 or more workers were concluded. Of these 15 settlements, 9 were the result of direct bargaining between the union and company, 5 required the services of either a conciliation officer or board, and only one was preceded by strike action.

Collective Bargaining Scene

Agreements covering 500 or more workers,
excluding those in the construction industry

Part I—Agreements Expiring During October, November and December 1959

(Except those under negotiation in September)

Company and Location	Union
American Can, Ontario and Quebec	CLC-chartered local
Asbestos Corporation, Thetford Mines, Que.	Mining Industry Empl. (CCCL)
Auto Distributors, Quebec, Que.	CCCL-chartered local
Avro Aircraft, Malton, Ont.	Machinists (AFL-CIO/CLC) (technicians)
Building Suppliers, Vancouver, B.C.	Teamsters (CLC)
Can. Steamship Lines, Montreal, Que.	Seafarers (AFL-CIO)
Cdn. Canners, Vancouver, Penticton, Kelowna, Ashcroft, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Copper Refiners, Montreal, Que.	Metal Refiners (ind.)
Cdn. Pacific Railway (company-wide)	Porters (AFL-CIO/CLC)
Cdn. Railway Assoc. (Canada-wide)	15 unions (non-operating empl.)
City of Montreal, Que.	Police Bro. (ind.)
City of Montreal, Que.	Firefighters (AFL-CIO/CLC)
City of Montreal, Que.	CLC-chartered local
City of Ottawa, Ont.	Nat. Union Pub. Empl. (CLC)
City of Vancouver, B.C.	Civic Empl. (ind.) (outside wkrs.)
City of Vancouver, B.C.	Nat. Union Pub. Empl. (CLC) (inside staff)
City of Winnipeg, Man.	Firefighters (AFL-CIO/CLC)
Colonial Steamships, Port Colborne, Ont.	Seafarers (AFL-CIO)
Consolidated Denison Mines, Quirke Lake, Ont.	Mine, Mill (ind.)
Continental Can, St. Laurent, Que.	CLC-chartered local
Crown Zellerbach, Vancouver, B.C.	Pulp, Sulphite Wkrs. (AFL-CIO/CLC)
Dom. Coal, Sydney, N.S.	Mine Wkrs. (ind.)
Dom. Stores, Toronto, Ont.	Retail, Wholesale Wkrs. (AFL-CIO/CLC)
Dupont, Shawinigan, Que.	Cellulose Wkrs. (ind.)
Eastern Can. Stevedoring, Halifax, N.S.	R.R. & S.S. Clerks (AFL-CIO/CLC)
Great Lakes Carriers' Assoc., Montreal, Que.	Seafarers (AFL-CIO)
Johnston's Asbestos, Thetford Mines, Que.	Mining Industry Empl. (CCCL)
Kelly-Douglas, Vancouver, B.C.	Empl. Assoc. (ind.)
Lake Carriers Assoc., Montreal, Que.	Cdn. Merchant Service Guild (CLC)
Lever Bros., Toronto, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Maritime Telegraph & Telephone, Halifax, N.S.	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Metro Board of Police Commissioners, Toronto	Metro. Police Assoc. (ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (ind.)
Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC)
Ottawa Civic Hospital, Ottawa, Ont.	Nat. Union Pub. Empl. (CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Electric Railway and Motor Coach Empl. (AFL-CIO/CLC)
Philips Electrical, Brockville, Ont.	United Electrical Wkrs. (ind.)
Quebec Iron and Titanium, Sorel, Que.	Metal Trades (CCCL)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)
Regent Knitting Mills, St. Jerome, Que.	CLC-chartered local
Regina General Hospital, Regina, Sask.	Nat. Union Pub. Empl. (CLC)
Sportswear Mfrs. Guild, Toronto, Ont.	Int. Ladies Garment Wkrs. (AFL-CIO/CLC)
Stanleigh Uranium Mining, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Transit Commission, Toronto, Ont.	Electric Railway and Motor Coach Empl. (AFL-CIO/CLC)

Part II—Negotiations in Progress During September

Bargaining

Company and Location	Union
Alberta Government Telephones (province-wide)	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Bircroft Uranium Mines, Bancroft, Ont.	Steelworkers (AFL-CIO/CLC)
Bindery Room Employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Cab cos. (various), Vancouver, B.C.	Teamsters (CLC)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. General Electric, Montreal and Quebec	Int. Union Electrical Wkrs. (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assoc. (ind.)
Cdn. Pacific Airlines, Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que.	Steel and Foundry Wkrs. (ind.)
City of Edmonton, Alta.	Nat. Union Pub. Empl. (CLC) (outside empl.)
City of Edmonton, Alta.	Nat. Union Pub. Empl. (CLC) (clerical empl.)
City of Edmonton, Alta.	Bro. Electrical Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp, Paper Wkrs. (CCCL)

Company and Location

de Havilland Aircraft, Toronto, Ont.	.....	Union
Distillers Corp., Montreal, Que.	.....	Auto Wkrs. (AFL-CIO/CLC)
Dom. Bridge, Vancouver, B.C.	.....	Distillery Wkrs. (AFL-CIO/CLC)
Dom. Glass, Montreal, Que.	.....	Bridge, Structural Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	.....	Glass, Ceramic Wkrs. (AFL-CIO/CLC)
Donohue Bros., Clermont, Que.	.....	Mine Wkrs. (ind.)
Hotel Chateau Frontenac (CPR), Quebec, Que.	.....	Carpenters (AFL-CIO/CLC)
Hotel Empress (CPR), Victoria, B.C.	.....	Bro. R.R. Transport, Gen. Wkrs. (CLC)
Hotel Mount Royal, Montreal, Que.	.....	Bro. R.R. Transport, Gen. Wkrs. (CLC)
Iron Ore of Canada, Schefferville, Que.	.....	Hotel, Restaurant Empl. (AFL-CIO/CLC)
Meat cos. (various), Vancouver, B.C.	.....	Steelworkers (AFL-CIO/CLC)
Montreal Locomotive Works, Montreal, Que.	.....	Meat Cutters (AFL-CIO/CLC)
North American Cyanamid, Niagara Falls, Ont.	.....	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	.....	Chemical Wkrs. (AFL-CIO/CLC)
Printing Industries Council, Toronto, Ont.	.....	United Electrical Wkrs. (ind.)
St. Raymond Paper, Desbiens, Que.	.....	Printing Pressmen (AFL-CIO/CLC)
Saskatchewan Wheat Pool, Regina, Sask.	.....	Cath. Union of Farmers (ind.)
Shawinigan Water and Power, Montreal, Que.	.....	Empl. Assoc. (ind.)
Trans Canada Airlines (company-wide)	.....	Empl. Assoc. (ind.)
Thompson Products, St. Catharines, Ont.	.....	Airline Pilots (ind.)
		Empl. Assoc. (ind.)

Conciliation Officer

L'Association Patronale du Commerce, Quebec	.....	Commerce Empl. (CCCL)
L'Association Patronale des Hospitaliers, Quebec	.....	Services Fed. (CCCL) (female)
L'Association Patronale des Hospitaliers, Quebec	.....	Services Fed. (CCCL) (male)
Atlantic Sugar Refineries, Saint John, N.B.	.....	Bakery Wkrs. (CLC)
Cdn. Aviation Electronics, Montreal, Que.	.....	United Electrical Wkrs. (ind.)
Cdn. Broadcasting Corp. (company-wide)	.....	Stage Empl. Moving Picture Operators (AFL-CIO/CLC)
		Nat. Union Pub. Empl. (CLC) (clerical empl.)
City of Calgary, Alta.	.....	Services Fed. (CCCL)
Communauté des Sœurs de Charité de la Providence, Montreal, Que.	.....	Chemical Wkrs. (AFL-CIO/CLC)
Consumers Gas, Toronto, Ont.	.....	Glass Bottle Blowers (AFL-CIO/CLC)
Consumers Glass, Montreal, Que.	.....	Steelworkers (AFL-CIO/CLC)
Continental Can, New Toronto, Ont.	.....	Auto Wkrs. (AFL-CIO/CLC)
Duplicate Canada, Oshawa, Ont.	.....	Cath. Union of Farmers (ind.)
Fraser cos., Cabano, Que.	.....	Bro. R.R. Transport, Gen. Wkrs. (CLC)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	.....	Bro. R.R. Transport, Gen. Wkrs. (CLC)
Hotel Vancouver (CNR & CPR), Vancouver, B.C.	.....	Cath. Union of Farmers (ind.)
John Murdoch, St. Raymond, Que.	.....	Steelworkers (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	.....	CLC-chartered local
Northspan Uranium Mines, Elliot Lake, Ont.	.....	Cath. Union of Farmers (ind.)
Price Bros., Kenogami, Que.	.....	Bakery Wkrs. (CLC)
Walter M. Lowney, Montreal, Que.	.....

Conciliation Board

Algoma Uranium Mines, Elliot Lake, Ont.	.....	Steelworkers (AFL-CIO/CLC)
Atlas Asbestos, Montreal, Que.	.....	Asbestos Wkrs. (CLC)
Can. Cement, Montreal, Que.	.....	Cement Wkrs. (AFL-CIO/CLC)
Cdn. Acme Screw and Gear, Toronto, Ont.	.....	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Industries Ltd., New Haven, Ont.	.....	Oil, Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Pacific Railway (western region)	.....	Trainmen (AFL-CIO/CLC)
City of Hamilton, Ont.	.....	Nat. Union Pub. Empl. (CLC)
Crane Ltd., Montreal, Que.	.....	Steelworkers (AFL-CIO/CLC)
Dom. Textile, Montreal, Que.	.....	United Textile Wkrs. (AFL-CIO/CLC)
Dom. Wabana Ore, Bell Island, Nfld.	.....	Steelworkers (AFL-CIO/CLC)
Dunlop of Canada, Toronto, Ont.	.....	Rubber Wkrs. (AFL-CIO/CLC)
Fairey Aviation, Dartmouth, N.S.	.....	Machinists (AFL-CIO/CLC)
Hamilton General Hospital, Hamilton, Ont.	.....	Nat. Union Pub. Empl. (CLC)
Montreal Cottons, Valleyfield, Que.	.....	United Textile Wkrs. (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	.....	Steelworkers (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	.....	Steelworkers (AFL-CIO/CLC)

Post-Conciliation Bargaining

Dom. Textile, Montmorency, Sherbrooke, Drummondville, Que.	Textile Wkrs. (CCCL) (see also under Work Stoppage)
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Arbitration Board

(no cases this month)

Work Stoppage

Dom. Textile, Magog, Que.	Textile Wkrs. (CCCL)
Fry-Cadbury, Montreal, Que.	.....	Bakery Wkrs. (CLC)
John Inglis, Toronto, Ont.	.....	Steelworkers (AFL-CIO/CLC)

Part III—Settlements Reached During September 1959

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

Avro Aircraft, Malton, Ont.—*Machinists (AFL-CIO/CLC)* (plant empl.): 2-yr. agreement covering 1,300 empl.—the existing contract was extended without any change.

B.C. Electric, Vancouver, B.C.—*Bro. Electrical Wkrs. (AFL-CIO/CLC)*: 2-yr. agreement covering 700 empl.—8½¢-an-hr. increase eff. Aug. 1, 1959; further 8½¢ Aug. 1, 1960; extra 5¢ an hr. to linemen; adjustments to workers in other categories; improved vacation plan.

Cdn. Pacific Railway (eastern region) Montreal, Que.—*Trainmen (AFL-CIO/CLC)*: 3-yr. agreement covering 3,300 empl.—2.3% increase retroactive to June 1, 1958; 3% eff. Feb. 1, 1959; 3% Sept. 1, 1959, and 1.5% June 1, 1960; 4 wks. vacation after 35 yrs. service (no previous provision for 4-wk. vacation); statutory holidays increased from 6 to 7 days.

City of Calgary, Alta.—*Nat. Union Pub. Empl. (CLC)* (outside empl.): 2-yr. agreement covering about 900 empl. in the winter and 1,500 empl. in the summer—general increase of 8¢ an hr. retroactive to Jan. 1, 1959, with a further 7¢-an-hr. increase eff. Jan. 1, 1960.

Dom. Steel and Coal, Sydney, N.S.—*Steelworkers (AFL-CIO/CLC)*: 3-yr. agreement covering 4,300 empl.—increase of 5¢ an hr. eff. Aug. 2, 1959; 10¢ an hr. Aug. 1, 1960, and 6¢ an hr. Aug. 1, 1961; increment between job classifications increased from 5½¢ to 6¢ an hr.; 4 wks. vacation after 25 yrs. service (no previous provision for 4-wk. vacation).

Dress Mtrs. Guild, Toronto, Ont.—*Int. Ladies Garment Wkrs. (AFL-CIO/CLC)*: existing contract covering 1,100 empl. was extended for one year without change in terms.

Garment Mtrs. Assoc. of Western Canada, Winnipeg, Man.—*Clothing Wkrs. (AFL-CIO/CLC)*: 3-yr. agreement covering 1,700 empl.—cutters and pressers receive 7¢-an-hr. increase retroactive to Feb. 15, 1959; 10¢ an hr. eff. Dec. 15, 1959, and 7¢ an hr. eff. Dec. 15, 1960; all other classifications receive 4% increase retroactive to Feb. 1, 1959; 5% eff. Dec. 15, 1959, and 3% eff. Dec. 15, 1960; employer-financed pension plan established.

Hotel Queen Elizabeth, Montreal, Que.—*Hotel, Restaurant Empl. (AFL-CIO/CLC)*: 3-yr. agreement covering 800 empl.—reduction in work wk. from 44 to 42 hrs. in first yr. and from 42 to 40 in second yr.

Lumber Cos. (various), B.C. Coast—*Woodworkers (AFL-CIO/CLC)*: 2-yr. agreement covering 27,000 empl.—10¢-an-hr. general increase eff. June 15, 1959, and additional 10¢ eff. June 15, 1960; further 10¢ for all journeymen tradesmen eff. June 15, 1959; immediate implementation of plywood job evaluation plan with 4¢-an-hr. increment between job groups; damage suits and other legal proceedings against union to be dropped; no discrimination against empl. for actions arising from strike.

North American Cyanamid, Niagara Falls, Ont.—*United Electrical Wkrs. (Ind.)*: 2-yr. agreement covering 500 empl.—3½% wage increase eff. Sept. 1959 and additional 3½% increase Sept. 1960.

Okanagan Federated Shippers Assoc., Kelowna, B.C.—*CLC-Chartered local*: 2-yr. agreement covering 3,000 empl.—an immediate wage increase of 5% for male empl. and 3% for female empl.; further 3% for male empl. and female sorters only in Sept. 1960.

Orenda Engines, Malton, Ont.—*Machinists (AFL-CIO/CLC)* (production empl.): existing agreement covering 750 empl. extended for 2 yrs. without change in terms.

Saskatchewan Government, Regina, Sask.—*Sask. Civil Service Assoc. (CLC)*: 1-yr. agreement covering 4,000 empl.—general increase approximately 4 to 5%, plus adjustments to some classifications; hrs. reduced by 25 minutes weekly to 33½ hrs.; 4 wks. vacation after 25 yrs. service.

Ste. Anne Power, Beaupré, Que.—*Carpenters (AFL-CIO/CLC)*: 2-yr. agreement covering 600 empl.—salary adjustments in certain classifications; eligibility period for one-week vacation reduced from 75 days to 50 days.

Taverns and Hotels (various), Toronto, Ont.—*Hotel, Restaurant Empl. (AFL-CIO/CLC)*: 3-yr. agreement covering 800 empl.—wage increase \$1.50 per wk. across the board eff. July 1, 1960; \$1.50 per wk. across the board eff. July 1, 1961; preferential closed shop.

Correction

An agreement reached in March this year between the Toronto Hydro Electric Commission and the National Union of Public Service Employees provided for a general increase of 5 per cent across the board in a one-year agreement. In the June LABOUR GAZETTE (p. 569) it was incorrectly reported that the agreement provided for an increase of 5 cents across the board in a two-year agreement.

NOTES OF CURRENT INTEREST

Government Will Repeat Winter Work Incentive Program

The same federal Government aid that was offered to Canadian municipalities during the winter of 1958-1959 to help combat unemployment will be available again this coming winter, Prime Minister Diefenbaker announced on September 2.

The assistance will be available from December 1, 1959 until April 30, 1960, a month less than last year, when the program was extended until the end of May.

Projects approved by the provincial governments—construction and improvement of municipal roads, streets, sidewalks and similar projects and the development of parks and playgrounds—will draw a federal subsidy of half the payroll costs involved.

Earlier Approval

Earlier approval was given the program this year in the hope that more municipalities will be able to get a greater number of projects scheduled. The Prime Minister forecast a 50-per-cent increase in projects undertaken. Last year the Government paid \$10,000,000 in subsidies.

Ontario and Quebec have already indicated that they will participate in the program in 1959-1960.

Ontario will operate on the same basis as last year, Premier Frost indicated. The provincial Government will contribute 25 per cent of the payroll costs for projects, leaving 25 per cent to be paid by the municipalities.

Quebec, under the plan, expects to spend \$20,000,000 on approved projects.

It is expected that the federal Government's program will provide work for more than 60,000 men during the coming winter.

Prior to the Prime Minister's announcement, it had been recommended to the Government by the National Joint Committee on Wintertime Construction that the Municipal Winter Work Incentive Program be renewed for 1959-1960.

Member organizations of the NJCWC include the Canadian Construction Association, Canadian and Catholic Confederation of Labour, Canadian Labour Congress, Canadian Chamber of Commerce, Canadian Manufacturers Association, Engineering Institute of Canada, National House Builders' Association and the Royal Architectural Institute of Canada.

Claude Jodoin Redefines Position Of CLC on Political Action

The position of the Canadian Labour Congress with regard to the formation of a new political party, in light of the resolution adopted at the 1958 convention, was redefined by President Claude Jodoin at a seminar jointly sponsored by the CLC and the CCF Party, at Winnipeg, August 28-30.

"The Congress, consisting of a large number of affiliated but autonomous organizations, must leave complete freedom of choice to each union on the question of affiliation," said Mr. Jodoin.

He added that the Congress must remain free "to carry out its legislative functions in relation to any government".

The President stated that this position in no way implies any lack of support for the new party. Rather, it is the policy followed by the Trades Union Congress of Great Britain towards the Labour Party of that country.

Of the 304 individuals attending the three-day seminar, 116 were listed as representatives of labour organizations.

Mr. Jodoin recalled that the CLC, at its 1958 convention, agreed to launch discussion with the CCF looking towards the formation of a political party embracing the CCF, labour, farmer and "liberally minded" people.

That decision was "practically unanimous," he pointed out, and had "my own unqualified support".

"I am positive that the overwhelming majority of the members in unions affiliated with the Congress, and the unions themselves, warmly support and will increasingly support the idea of a new party," said Mr. Jodoin.

Minimum wage laws in the United States have been improved by seven states this year.

Alaska, only state with a minimum above the federal \$1 an hour, raised its minimum to \$1.50 from \$1.25. North Carolina enacted a minimum wage law for the first time, setting a 75-cent minimum. Connecticut widened its coverage and Idaho extended its \$1 minimum to public employees.

Labour Leader Since Youth, A.R. Mosher Dies

Aaron R. Mosher, first and only president of the former Canadian Congress of Labour, first and only president of the earlier All-Canadian Congress of Labour, and Grand President of the Canadian Brotherhood of Railway Employees from its founding in 1908 until 1952, died on September 26 at the age of 78. At the time of his death he was honorary president of the Canadian Brotherhood of Railway, Transport and General Workers and an honorary president of the Canadian Labour Congress.

From 1948, he had been a member of the Canada Labour Relations Board. During the Second World War, he had served on the National Wartime Labour Relations Board, the National Advisory Committee on Selective Service, and the Minister of Labour's Advisory Committee.

In recognition of his war services, he was made a Commissioner of the Order of the British Empire. He had also been awarded an honorary LL.D. by St. Francis Xavier University.

Born on a farm at Cow Bay, near Halifax, N.S., Mr. Mosher at the age of 15 resigned a position in Halifax because he considered the employer was arbitrary and unfair towards another worker. He then joined the Intercolonial Railway as a freight-handler in the Halifax freight sheds.

In 1907 he led a group of the freight shed employees out on strike. Lasting for a week, the walkout resulted in improved wages and working conditions at the sheds.

Later in the year an organizer from the United States established a local of the International Brotherhood of Railway Employees covering the employees of the Halifax freight sheds and offices. Mr. Mosher was elected financial secretary and treasurer of the local. He proceeded to do much of the organizing work for locals at Moncton and St. John, N.B., and other points on the Intercolonial Railway.



Thomas, Ottawa

In 1908 at Moncton, the Canadian Brotherhood of Railway Employees—subsequently the Canadian Brotherhood of Railway Employees and Other Transport Workers and now the Canadian Brotherhood of Railway, Transport and General Workers (CLC)—was founded and Mr. Mosher was unanimously elected Grand President of the Brotherhood.

In 1952, Mr. Mosher retired from the presidency of the Brotherhood and was immediately made honorary president for life.

In 1917, Mr. Mosher led the Brotherhood to affiliate with the Trades and Labour Congress of Canada. a leading part in Canadian Congress of Labour, formed through a merger of the CBRE, the Canadian Federation of Labour and certain independent unions.

In 1940, the All-Canadian Congress of Labour joined with the Canadian branches of the CIO international unions to form the Canadian Congress of Labour.

In 1948, Mr. Mosher was appointed an employee representative on the Canada Labour Relations Board, successor of the National Wartime Labour Relations Board, on which he had also served.

In 1956, when the Canadian Congress of Labour and the Trades and Labour Congress were merged into the Canadian Labour Congress, Mr. Mosher was appointed an honorary president of the CLC for life.

At the news of his death, tributes to Mr. Mosher came from both labour and government leaders. Prime Minister Diefenbaker expressed "the sympathy of the Canadian people in the passing of a distinguished and respected leader of the Canadian labour movement".

Hon. Michael Starr, Minister of Labour, said Mr. Mosher's "straightforward honesty of approach, the wisdom he garnered through the years, made him a tremendous asset in the operation of the Canada Labour Relations Board".

Do Wage Boosts Cause Inflation? Two Professors Give Opinions

The conditions under which pressure for higher wages may lead to inflation and the measures that should be taken to deal with this type of inflation were discussed by two noted economists at the 15th American Assembly at Arden House, N.Y., last May, and excerpts from their addresses are given in the August issue of the *Monthly Labor Review* of the United States Department of Labor.

The two speakers were Sumner H. Slichter,* Professor of Economics at Harvard University, and Lloyd G. Reynolds, Professor of Economics at Yale University.

Prof. Slichter said that the U.S. labour movement had become a "powerful income-generating instrument—a built-in source of demand for goods and of inflation". But the tendency of unions to generate incomes is not the sole cause of inflation, although in the last few years it has probably been the most important single cause, he added.

"It has been a useful influence in important respects—especially in contributing substantially to sustaining incomes during periods of recession (and) in accelerating recovery in times like the present". He says that it also "tends to stimulate the growth of the economy by accentuating the tendency for demand to outrun productive capacity".

However, he says that "an effort should be made to limit wage increases as a general rule to increases in output per man-hour. Relying upon wage increases to produce autonomous increases in spending creates too many special gains for groups in strong bargaining positions."

He mentioned several steps that might significantly limit the upward pressure on wages: the adoption of the "Scanlon Plan or variants of it" to make the aims of unions broader and more constructive; an annual stocktaking of the economic outlook by representatives of labour and management in a government-sponsored conference; and the gradual removal of duties and quotas. But he didn't know whether these steps would check the tendency for unions to push up wages faster than the rise in output per man-hour. Other influences, growing in importance, combine with the unions to produce rising prices. He thought that "wages will continue to outrun output per man-hour".

Prof. Reynolds declined to say definitely that there is, or has been in recent years,

any inflation of the wage-push variety; or even that there has been any serious inflation at all; or "at any rate that the problem is more serious today than in earlier decades".

He said that unionism is not a prerequisite for the appearance of wage inflation, neither does the presence of unionism make it certain that there will be wage inflation. However, unionism may work in that direction.

Prof. Reynolds proposed three main methods of combatting wage inflation, if it exists. First, he suggested raising the growth of national output by means of "a positive monetary policy oriented towards economic expansion rather than a restrictive policy designed to punish excessive wage demands through periodic unemployment". Second, he suggested increasing public undertaking of economic affairs. Third, he proposed reforms that would include "improvement of labour markets and rationalizing of labour mobility both within localities and between localities; strengthening of competitive forces in product markets and discouragement of open or tacit price agreement; strengthening employer solidarity in collective bargaining; and building lags into wage adjustments."

Pulp, Sulphite Workers Favour 30-Hour Work Week in Mills

The International Brotherhood of Pulp, Sulphite and Paper Mill Workers (CLC) at its 25th annual convention, held in Montreal at the beginning of September, declared itself in favour of a 30-hour work week for all pulp and paper mills. It declined to set general union policy regarding Sunday work.

It also refused at the present time to have anything to do with a proposed merger with the United Papermakers and Paperworkers International Union (CLC).

Nine of this union's conventions have been held in Canada: five in Montreal, and the others in Toronto and Ottawa.

Workers in Quebec's pulp and paper industry, where some of the biggest mills are situated, now work a 40- and 44-hour week. Overtime rates are paid for hours after that.

Some members said that Sunday work does not necessarily mean that employees work longer hours and that the matter should be negotiated regionally.

President Paul L. Philips of the Paperworkers' union addressed the delegates, numbering some 900, making a strong plea for unity among AFL-CIO unions in the pulp and paper industry "in the interests

*Dr. Slichter, who set up Harvard's system of fellowships for trade union leaders, died September 28.

of greater bargaining strength". He said that there was "a concerted drive among employers" to weaken or destroy unions.

The proposal for a merger was not favoured by President John P. Burke of the Pulp, Sulphite and Paper Mill Workers. He criticized the way in which he said the new officers had been elected and a constitution adopted at the merger last year of the International Brotherhood of Papermakers and the United Paperworkers without delegates "being permitted to offer a single amendment". He added, "I know for a fact you couldn't muzzle the delegates in our union like that."

Although rejecting a merger with the Papermakers union, the Pulp, Sulphite union will continue its working agreement with it and also with the International Woodworkers.

The executive board of the Pulp, Sulphite union was instructed to call a special convention to act on the merger issue when it is deemed advisable.

A move to provide for a special convention in the event that there should be a vacancy in the office of president-secretary, which has been held for 42 years by John P. Burke, was defeated by 769 votes to 265. The constitution provides for the union's vice-presidents to move up in case of a vacancy.

The delegates unanimously approved a resolution empowering the union to exclude permanently any member or officer found guilty of wrongdoing.

The convention voted \$10,000 to both the striking steelworkers in the United States and the striking lumbermen in British Columbia. An increase in membership dues of 25 cents a month was approved, bringing them to \$1.75 a month; a part of the increase will be applied to the union's defence fund.

The convention was addressed by Quebec Minister of Labour Antonio Barrette, who was making his first public appearance for more than two years. The Labour Minister told the delegates that the Quebec Government would not allow overproduction in the pulp and paper industry, which might be disastrous. "The Government wants to keep the industry prospering because its collapse would mean mass unemployment and a social crisis," he said.

Provisions for severance pay after two years or more of service, ranging from 40 to 1,200 hours' pay, is one of the fringe benefits included in the new collective agreement, valid for three years, recently signed between the Caterpillar Tractor Company and the International Association of Machinists (AFL-CIO) in the U.S.

Reduce Prices, Win Award Is U.K. Industrialist's Offer

Harry Ferguson, prominent British industrialist, has offered to British manufacturers an annual award of £10,000 to the firm which shows the best record in reducing prices, without sacrificing good business practice or cutting wages or dividends.

Mr. Ferguson said he wanted to give practical support to the policy of the Chancellor of the Exchequer, who is asking industry to raise living standards by lowering prices.

The conditions to be met in the competition are as follows:

Wages must not suffer, and workers must receive their normal bonuses for increased productivity and merit;

The shareholder must not suffer, and dividends must be maintained;

The firm's future must be safeguarded, and part of the profits set aside for re-investment.

Survey Pension Plan Provisions On Involuntary Retirement

Plans that provide a pension on involuntary retirement are surveyed in a study published in the *Monthly Labor Review* of the United States Department of Labor for August. The study covers 300 selected pension plans negotiated through collective bargaining that were in effect late in 1958.

Of the 300 plans, 179 provided for involuntary retirement, 109 calling for compulsory retirement, 52 for automatic retirement; in the remaining 18 plans the two types were combined and applied at different ages—for example, compulsory retirement at age 65 and automatic retirement at age 70. Of the 300 plans, 21 provided for a lower normal retirement age for women than for men.

Definition

"Involuntary retirement" is defined in the study as "retirement, with an annuity, imposed upon the worker against his volition, under the provisions of a pension plan... (It) applies only to workers eligible for pension benefits, and is not intended to cover discharge for reason of old age."

Two types of involuntary retirement provisions, compulsory and automatic, are analyzed in the study. Compulsory retirement allows for the continued employment of workers who do not want to retire if the employer or a designated body consents. Automatic retirement, on the other hand, allows of no exceptions to compulsory retirement.

Canada's Job Safety Rate Ranks Third Among Industrial Nations

The United Kingdom has the best safety record among the industrial nations of the world, said Dr. Marcel Robert, Chief of the Occupational Safety and Health Division, International Labour Office, in an address to the National Industrial Safety Conference in Great Britain. Canada shares the third place with The Netherlands.

Dr. Robert stressed the importance of the strong voluntary safety movement in the United Kingdom, which works closely with the Factories Inspectorate of the Ministry of Labour.

International comparisons were difficult to make, he said, because of different statistical methods in various countries, but he was able to give a general idea of how the fatal accident rate in manufacturing industries in several industrialized countries compares. Per thousand man-years the rates were:

	1957 (unless 1938 otherwise indicated)
United Kingdom	0.12 0.05
United States	0.19 0.09
Canada	0.22 0.14 (1956)
Netherlands	0.15 0.14 (1955)
Belgium	0.21 0.17 (1952)
Japan	0.28 0.18
Sweden	0.28 0.23 (1954)
West Germany	— 0.25 (1956)
Italy	— 0.25 (1955)
Switzerland	0.34 0.36 (1956)
Austria	— 0.44 (1956)

BLFE Canadian Legislative Board Seeks Many Changes in Laws

Sweeping changes in legislation, federal and provincial, were proposed and 400 resolutions dealing with safety items connected with diesel locomotives was approved at the 15th general meeting of the Canadian Legislative Board, Brotherhood of Locomotive Firemen and Enginemen (CLC), held in Ottawa in September. There were 107 delegates at the meeting.

Principal requests of the delegates embodied in their resolutions were:

—Amendments to the federal and provincial labour acts that would make it illegal for a company to discipline an employee for refusing to cross picket lines of another union conducting a legal strike;

—Changes in the Unemployment Insurance Act that would provide maximum benefits of at least two-thirds of former earnings, the elimination of the waiting period and no disqualification for benefits

for union workers refusing to cross another union's picket line. The same resolution seeks coverage of insured workers unemployed because of illness.

—Amendments to the Old Age Pension Act that would grant pensions to men at the age of 65 and women at the age of 60.

—Allowances for children up to the age of 18 if they are attending school.

—Provisions under the National Housing Act for down payments of 7 per cent on houses appraised up to \$13,500; lower interest rates on mortgages on such houses and introduction of a maximum earning stipulation to the purchaser of such homes and the extension of financing to cover existing homes in good condition up to 25 years of age.

Income Tax

Requested amendments to the Income Tax Act include increasing statutory exemptions to \$1,500 for single taxpayers, \$3,000 for taxpayers having married or equivalent status and \$500 for each dependent not eligible for family allowances; deduction of all medical expenses and deduction for railway workers of costs of meals and lodging away from home on duty for which they are not reimbursed under the working agreement.

The meeting urged amendment of the definition in the Workmen's Compensation Act of "accident" to include "as well as disablement arising out of and in the course of employment".

Legislation that would prevent employers from seeking court injunctions in strikes was also requested.

Hon. Michael Starr, Minister of Labour, told the delegates he had hoped that proposed amendments to the Industrial Relations and Disputes Investigation Act could have been introduced at the last session of Parliament, but this had not been possible. "I want to assure you that your submissions and those of other organizations have not been sidetracked any place. They are still before us," he said.

Mr. Starr said a departmental committee had reviewed all submissions made by employer and worker organizations and had spent many hours putting together amendments that are to be studied by the legislative committee.

Referring to automation as a "vexing" problem that the Brotherhood had faced during the last three years, Mr. Starr said there was a committee representative of labour and industry spending a great deal of time studying this problem.

Mr. Starr paid tribute to J. G. McLean, Vice-President and National Legislative Representative of the Brotherhood who is

retiring this year, for his faithful work on the Unemployment Insurance Advisory Committee. Mr. McLean will be succeeded as Vice-President and National Legislative Representative by A. R. Gibbons of Edmonton, effective at the end of the year.

BLFE Invites All "Operating" Rail Unions to Amalgamate

The Brotherhood of Locomotive Firemen and Enginemen, at its 37th convention, held in St. Paul, Minn., voted to invite all "operating" rail unions to "join in a procedure" to amalgamate.

President H. E. Gilbert and the union's five top officers were re-elected.

The convention also:

—Pledged the "full resources" of the Brotherhood to resist any efforts of the railroads to eliminate or seriously modify agreements affecting the use of two engine-service employees on every locomotive;

—Took action to set up a legal aid department that will recommend to members and local lodges competent attorneys upon request, particularly in injury cases;

—Approved a constitutional change to create a legislative and education committee in each lodge.

Heated Debates at Convention of Mine, Mill and Smelter Workers

The annual convention of the International Union of Mine, Mill and Smelter Workers (ind.), held in Toronto during the week of September 14-20, was marked by heated debates on two main questions—affiliation with the CLC and the exclusion of Communists from leading offices in the union—and by a struggle between the national officers, with the support of most of the delegates, and a rebellious group from Sudbury Local 598.

At the beginning of the conference, the union executive criticized governments for attacking labour and called for a Charter of Labour's Economic Rights. They also demanded the right to pension vesting—assuring an employee of more than 50 years of age and with 20 years of service that he will get his pension when he reaches retirement age whether or not he has been employed by the same firm all that time.

The executive report said that the Charter should guarantee employment at good wages, the right to retire voluntarily at 60 years of age with a pension, severance pay in the event of layoff, training in new skills and trades for workers displaced by new methods, the right to a good education and

protection against sickness and accident. It would also demand the right to free collective bargaining.

Union leaders who sacrificed the interests of labour to their own personal gain were criticized in the report.

The report expressed the desire of the union for affiliation with the Canadian Labour Congress in accordance with a referendum vote of the membership, held on July 21, in which certain terms of affiliation were stipulated.

Affiliation with CLC

A resolution from Local 480 in Trail, B.C., proposed that the union's application for affiliation with the CLC should be withdrawn. This resolution was strenuously opposed by Sudbury Local 598, which was pledged to support affiliation, but it received strong support from other quarters and was finally referred back to the committee by a vote of 47 to 46.

The resolution said that the membership of the union had shown "indifference" in the referendum vote on the subject of affiliation. (Only about 25 per cent voted, although those who did vote favoured affiliation by six to one.)

Allan King, President of the Trail local, said that affiliation would not end the encroachment of the United Steelworkers. Don McNabb, Vice-President of the Sudbury local, said that the convention should show the CLC that the union is still eager to become part of the main stream of the Canadian labour movement.

After the delegates had defeated the Trail resolution, they adopted a portion of the executive board's report on "labour unity" that backed membership in the CLC.

Two resolutions proposed by the Sudbury local that would have amended the union's constitution to exclude Communists from office, and require officers to take an oath, received no support from the convention. They did, however, lead to heated exchanges.

Some of the most vehement opposition to the Sudbury local's resolutions came from four senior officers: Nels Thibault, Harvey Murphy, William Longridge, and William Kennedy. The only support for the resolutions came from 22 members of the 31-man Sudbury delegation.

The national executive was returned practically intact, except for the replacement of President Nels Thibault by Ken Smith of Vancouver. Mr. Thibault two weeks before the convention had announced that he would not be a candidate for re-election, as he intended to run for the presidency of the Sudbury local in November.

J.A. Whitebone Loses Presidency Of N.B. Federation of Labour

Angus MacLeod of the Industrial Union of Marine and Shipbuilding Workers of Canada, of Saint John, was elected President of the New Brunswick Federation of Labour at its 3rd annual convention, held in Edmundston September 14 to 16. He defeated James A. Whitebone, President of the Federation for 27 successive years, by a vote of 64 to 57.

The delegates approved resolutions calling for:

—Legislation establishing equal pay for equal work for women and men;

—Establishment of a female minimum wage of 75 cents an hour, with time and one half after 40 hours;

—Amendments to the Workmen's Compensation Act to provide benefits up to 85 per cent of a worker's wages and to raise the maximum amount of wages on which compensation is based to \$5,000 per year;

—Addition of a provision to the Labour Relations Act that would prevent an employer from calling a meeting of his employees for the purpose of directly or indirectly influencing them to become or not become members of a trade union;

—Legislation that would bring all governing bodies of municipalities, cities, towns and villages, and all boards and commissions established by such boards and commissions, under the definition of an "employer";

—Legislation that would allow provincial civil servants to organize into unions of their choice, bargain collectively and sign collective agreements;

—An amendment to the Labour Relations Act to provide that votes ordered by the Labour Relations Board be decided on a majority of employees voting rather than a majority of those eligible to vote.

Addressing the delegate, Stanley Knowles, Executive Vice-President of the Canadian Labour Congress, stressed the importance of forming a new political party that would foster the interests of labour and noted that "all but three of the 78 resolutions on the agenda of this convention relate either to political action itself or to matters that can be achieved only by governments, at one level or another".

In the election of officers, Frank W. Murray of Saint John was chosen to fill the vice-presidential vacancy left by the elevation of Mr. MacLeod to the presidency. The other five vice-presidents were re-elected: W. A. MacLean, Fredericton;

Charles Malchow, Bathurst; Ralph J. Boyd, Moncton; Michael J. Kenney, Newcastle; and Rolland Blanchette, Edmundston.

James J. Leonard of Saint John was elected Secretary-Treasurer to succeed William F. McCarlie.

Firm Agrees to Finance Study Of Automation's Effect on Jobs

A fund to help cushion automation's effects on employment has been negotiated by a United States meat packer and two meat production workers' unions: the United Packinghouse Workers of America and the Amalgamated Meat Cutters and Butcher Workmen of America.

The company, Armour and Company, will contribute 1 cent per 10 pounds of total tonnage shipped from its plants until the fund totals \$500,000. The fund will be used to study and deal with the problems of technological unemployment.

Administration will be made in the hands of a nine-man labour-management committee, composed of four management representatives, two delegates from each of the unions, and an impartial chairman. Each group will pay its own expenses for representatives and the fund will pay the chairman's expenses.

The committee is charged with developing methods by which to deflect the impact of automation on employment into constructive channels by training workers to handle more complex machinery, creation of new opportunities within the company, and relocation of those displaced.

In the two-year agreement, the two unions recognize that the company's modernization program is "vital to its ability to compete and grow successfully, thus... providing the assurance of continued employment for the employees under fair standards of wages, benefits and working conditions".

134 Canadian Experts Assigned To Colombo Plan Countries

From the founding of the Colombo Plan in February 1950 until March 31, 1959 Canada had assigned 134 Canadian experts to Colombo Plan countries. They were experts in public health, agriculture and fisheries, mining, engineering and aerial surveys.

Over the same period, 1,035 trainees from Colombo Plan countries came to Canada to study at universities and other educational institutions or receive training in Government departments.

AFL-CIO Re-admits ILA, Plans Arbitration of Union Disputes

Among the more important actions of the AFL-CIO convention, held in San Francisco last month, were:

1. The re-admission of the International Longshoremen's Association into the federation, ending an expulsion that had lasted for six years;

2. The taking of steps to set up compulsory machinery for the arbitration of jurisdictional and raiding disputes between unions.

The International Longshoremen's Association was taken back on a two-year probationary status, during which it will have all the charter rights of other affiliated unions, but it will be subject to ouster again if it refuses to comply with any reform directives issued by George Meany, federation President.

One of the conditions of the return of the union is the completion of a merger with the International Brotherhood of Longshoremen, set up by the federation after the expulsion of the ILA.

Under the plan for compulsory arbitration of disputes between unions a special committee was directed to develop a detailed program for creation of a panel of "permanent and well-qualified persons" to serve as arbitrators. When the unions directly involved in a dispute fail to settle it voluntarily the rulings of the arbitrators must be accepted.

The entire plan is subject to ratification by a special AFL-CIO convention in 1960.

The convention unanimously approved a plan to ask the organization's 12,500,000 members to contribute an hour's pay a month to help the striking steelworkers. It was estimated that these contributions would supply the steel unions with as much as \$30,000,000 a month.

The convention modified the AFL-CIO's stand of full support for the reciprocal trade program. It unanimously approved a resolution calling for tariff revision to safeguard "absolute historic levels" of domestic production against dumping of foreign goods. The retreat from free trade principles was designed to prevent "drastic production cutbacks or employment displacement in domestic industries as a result of sudden large influxes of competing imports".

The federation stated emphatically that it was not wavering in its conviction that a gradual reduction of barriers to international trade in the free world would fortify democracy in its fight with Soviet totalitarianism.

A liberalization of immigration laws to permit the entry of at least 250,000 new arrivals annually was recommended by the convention. This increase would be in addition to those now eligible on a non-quota basis. The resolution called for abandonment of the national origins quota system and its replacement by "meaningful and relevant factors" such as family reunion, the country's technical and professional needs, refugee relief, national interest and resettlement.

U.S. Secretary of Labor James P. Mitchell announced when addressing the convention that he had sent a telegram to President James Hoffa of the Teamsters soon after the signing into law of the Labour-Management Reporting and Disclosures Act, 1959. The telegram said:

"You will advise me within ten days whether any Teamster official has been a member of the Communist party or convicted of crime during the past five years."

Mr. Mitchell said similar telegrams would be sent to officials of other unions but expressed certainty that the federation's affiliates would have no difficulty in complying with the Act. He assured the convention that the Act would not be used for a "witch hunt" against honest unions.

Racial Discrimination

Towards the close of the convention a stormy debate occurred over provisions discriminating against Negroes in certain union locals and in the constitution of certain unions. One resolution had called for the ouster of the Brotherhood of Railroad Trainmen and the Brotherhood of Locomotive Firemen and Enginemen if they failed to act in six months to eliminate constitutional bans on Negro members.

President Meany said that the heads of these two unions had both assured him that they were determined to eliminate their "white only" clauses. He said that progress in this direction would end if the federation set a deadline.

The convention unanimously re-elected Mr. Meany, for his third two-year term as President, Secretary-Treasurer William F. Schnitzler, and all 27 vice-presidents. Mr. Meany and Mr. Schnitzler were voted salary increases of \$10,000 a year. This brought Mr. Meany's salary to \$45,000 and Mr. Schnitzler's to \$43,000.

Membership of AFL-CIO unions on June 30, 1959 was 12,671,000, it was reported to the convention. This total represents a net gain of 366,000 from December 1955, date of the merger of the AFL and CIO.

The Ageing Worker in the Canadian Economy

Department's monograph on the ageing worker, just issued, deals with labour force participation, occupations, income and unemployment of persons 65 years and older, and includes observations on workers between 45 and 64 years of age

The proportion of people in the population of Canada who are 65 years of age or older has been increasing more slowly since 1956 than it did between 1931 and 1956, and the ageing of the population is likely to be slow during the remainder of this century, according to *The Aging Worker in the Canadian Economy*, a monograph by the Economics and Research Branch of the Department of Labour.

Furthermore, if employment remains fairly full, the cost of supporting the older members of the population ought to become progressively easier for the community to bear during this period. This estimate is based on the expectation that the gross national product in constant dollars in 1980 will be almost three times that of 1955.

Older Workers in the Labour Force

The proportion of the labour force aged 65 years and older showed little change between 1931 and 1951. During that period this part of the population increased by 88 per cent, but their numbers in the labour force increased by only 33 per cent, the report says.

"The trend was quite different for the labour force aged 45 to 64. The male labour force in that age group grew at about the same rate as the population of that age; since this rate of population growth was a little faster than that of the population aged 14 and over, the proportion of the labour force aged 45 to 64 increased. The female labour force aged 45 to 64 increased a good deal faster than the female population of the same age; over the period 1941-51 an increasing proportion of women in the 45-64 age group entered or re-entered the labour force."

One important reason given by the report for the reduced participation in the labour force by the oldest group is the reduction in the proportion of the labour force made up of employers and "own-account" workers, who are in a much better position than employees to keep on working if they want to. The report points out that whereas today only about a sixth of the labour force consists of employers and own-account workers, at the beginning of the century the proportion was probably more than a half.

"There are fairly wide differences in the extent to which older persons participate in the labour force of the various regions of Canada... In 1951 Ontario had the highest participation rates of all the regions for men aged 65 and over, and British Columbia had by far the lowest... The degree of participation of older women in the various regions tends to parallel that of women of all ages," the report states.

Occupations of Older Workers

"The occupations employing the largest numbers of males aged 65 and over were agricultural, manufacturing, proprietary and managerial, and service occupations," the monograph reports.

Although a large proportion of males aged 65 and over were employed in manufacturing, a substantially greater proportion of the younger age groups worked in these occupations. In agricultural, proprietary and managerial, and service occupations, the proportion of older workers was higher than the proportion of all workers... The service occupations, which include hotel and restaurant workers, janitors, watchmen, laundry workers, and similar occupations, were found to have a high concentration of older workers in 1951... Agriculture showed a high concentration of older workers for reasons already discussed (the own-account character of most occupations in agriculture)."

Features that characterize the occupations in which older workers are most highly concentrated, the report says, are: light work, own-account or employer status, relatively low wages, and requirements involving relatively little education or advanced training (since older people have on the whole substantially less formal education than the younger workers).

"In 1951 the largest occupational groups for women aged 65 and over were service, professional, manufacturing, and proprietary and managerial occupations. Compared with the female labour force as a whole, these older women were much more involved in service occupations, and much less in clerical, commercial, and communications occupations."

The characteristics of occupations in which the largest concentration of older women workers were found were the same as for men, with the added one that the

worker was not required to deal with the public. The report remarked that "In sales and secretarial work (and in some special occupations such as those of receptionist or airline stewardess) there is a definite competitive advantage to being 'presentable' in the sense of having a youthful appearance. Prejudices in this matter are apparently weakening somewhat . . .".

The report states that "In 1921 there was a considerably larger proportion of older women than in 1951 listed as employed in agricultural occupations, and the concentration of older female workers in agriculture was also much higher." It adds, however, that this difference may be in part a statistical phenomenon.

Unemployment of Older Workers

"The term 'unemployment' can be interpreted in a number of ways," the report points out. "Two measures of unemployment that are useful in labour market analysis are (1) the number of people who are available for work, and (2) the number of people who are actively seeking work."

It goes on to say that "There are a number of reasons why older persons who are out of jobs may be less likely than other persons to actively seek work, even though some may be available for work, given the right opportunities. As long as there is little opportunity for work they may consider themselves as retired, even when some demand for labour exists they may feel that younger workers will be preferred, or they may be unemployable in the occupations that they followed most of their lives, and unwilling to work at anything else."

For these reasons, the report implies, statistics regarding unemployment are somewhat more indefinite for the oldest group of workers than for the younger groups.

Income of Older People

"It is well known that the incomes of people aged 65 and over tend on the average to be lower than the incomes of the rest of the adult population; this is mainly, but not entirely, due to the fact that fewer of the older group work for a living. The occupational distributions . . . suggest a certain amount of clustering of the older labour force in the lower paid occupations."

Referring to tables given in the bulletin, the report points out that "Median income for persons aged 65 and over was \$938 for men and \$411 for women in 1954 (including transfer payments and investment income as well as wages and salaries). These

median incomes were each 72 per cent below the median income levels of \$3,371 for men aged 30-39 and \$1,465 for women aged 20-29, the highest levels shown in the table."

However, the report goes on to state that "For those whose major source of income was wages or salaries, the disparity in incomes of young and old was not so great as in the population at large." Quoting figures from one of its tables, it says that "the median income of wage earners aged 65 and over of \$2,433 for men and \$1,499 for women was only 29 per cent and 3 per cent below the median income levels of \$3,414 for men aged 30-39 and \$1,548 for women aged 20-29 (which were the highest median incomes). Thus it appears that while older people in general had incomes considerably lower than those of the rest of the population, older people who were able and willing to work enjoyed incomes that were (especially in the case of women) not appreciably different from those of other groups."

The report points out that the below-average incomes received by persons aged 65 and over do not reflect a drastic reduction in income at any time, but are rather due to the failure of the older people to share in the "quite remarkable gains in real personal income during the postwar period".

One factor mentioned in the report which helps to augment the incomes of older people is that a considerable proportion of them own their houses. "Data from the DBS survey of incomes, assets, and liabilities indicate that in March 1956 over two thirds of families with heads aged 65 and over own their homes, and that over 85 per cent of these had the homes fully paid for." The report adds that "In general, the debts of these families were found to be low and their assets were high compared to those of families with younger heads."

The report points out that if it were possible to extend the employment of people in the 65 and older age group without greatly depressing wages the income maintenance problem would be eased. But it adds that "Such an extension of employment would depend on there being a fairly large proportion of the group . . . who are not in the labour force, available to take advantage of expanded employment opportunities. The few statistics presented on the incidence of disabilities in Canada's older population suggest that the addition of workers from this source might be quite modest in size."

Workers between 45 and 64 Years

As regards workers aged between 45 and 64 years, observations made in the bulletin include the following:

—Indications are that the worker in this age group who has to look for work is likely to find his opportunities considerably limited in some occupations.

—The proportion of persons in this age group who are labour force members does not fall much below the maximum levels for men until about the age of 60, while the proportion of women aged 45 to 64 who are labour force members has been continually increasing, and is now almost up to the level of women aged 25 to 44.

—The incidence of unemployment among workers aged 45 to 64 is among the lowest of all the age groups for both sexes, using either of the measures of unemployment used in this study.

—The median income of this group does not appear to be significantly lower than that of younger people.

The report concludes that "By and large, the problem of job opportunities for older workers in the future will be determined to a large extent by the pace and character of future economic changes and the ability of workers to adjust to these changes. A society aware of these developments and their impact on workers growing older can do much to help them adjust to change; and can do much to help create opportunities more in line with the contributions that these people are able to make."

There are 20 tables interspersed in the text of the report, and a number more are contained in an appendix. The monograph is obtainable from the Queen's Printer, Ottawa, at a price of 25 cents.

Age and Performance in Retail Trade

Older sales employee has as good a performance record as younger one, study finds, and workers hired after age 40 tend to outperform those hired below age of 30: older worker attained a higher performance rating after shorter service

The older sales employee has as good a record of performance as the younger one, if not better, it was found in a study made by the Department of Labour of two large department stores in large Canadian cities.

The best performance record in one store was made by employees in the 51-55 age group; in the other, by the 56-60 group. And the performance score of employees over 60 years of age compares favourably with that of employees under 51, it was found.

Another important finding was that workers hired past the age of 40 years tended to perform better than those hired below the age of 30, i.e., the older worker attained a higher performance rating within a shorter period of service than the younger worker.

The improvement in performance that comes with increasing service seems to hold true for employees in their late forties and early fifties as least as much as for younger workers, the survey results showed.

A report of this study, conducted by the Economics and Research Branch of the Department, has just been published under the title, *Age and Performance in Retail Trade*. The subtitle is, *Two Case Studies of the Relation between Age and Selected Characteristics of Sales Personnel in Two Department Stores*.

The study analyses the relation between age and sales performance of clerks working in a wide variety of departments, varying from the sale of sewing machines and hearing aids to stationery and cosmetics. The personnel and sales records of the stores, together with the opinions of supervisors in one of the stores, constituted the basic research data for the analysis.

The study was an attempt to assess in an objective and measurable way, within one industry, the assertion that as age increases, performance declines. It was a combination of case study and statistical approach. The records of the two independent department stores formed the basis of the investigation; separate sets of data were analyzed for each store, although at certain points an effort was made to integrate the findings of both analyses.

"The fact that observations drawn from one set of data were consistent with those drawn from the other would seem to enhance the validity of the findings," writes Dr. W. R. Dymond, Director of the Branch, in his introduction to the publication.

At the time of the study, the two stores employed a total of some 2,350 full-time sales clerks, 1,025 in one and 1,325 in the other. Some employees were excluded because information needed to measure their

performance was not available, because their departments were too small to provide a reasonable basis for comparison, or because they were not permanent employees with a minimum number of working days in the survey year and with equal selling opportunity within their department. As a result of these exclusions, 1,018 full-time sales clerks formed the basis of the statistical analysis.

Summary of Findings

The main findings of the study, as summarized in the report, are:

1. By and large, older employees perform as well as or better than younger employees.
2. Performance improves with age, within limits, even when length of service is taken into account.
3. Peak performance in terms of age seems to be reached between the age of 51 to 55. Beyond this point, performance, while still comparing favourably with that of relatively young employees, appears to level off or decline slightly.

4. Performance tends to improve with service.

5. The advantage in performance gained with experience applies as much to older employees as to younger employees, and perhaps more.

The report points out that the study was largely experimental and that the findings "should be interpreted with care". It also warns that "The conclusion that older employees perform as well as or better than younger employees is not to be construed as evidence that any group of older employees would perform, on the average, as well as or better than younger employees."

This study is one of certain research projects undertaken by the Economics and Research Branch at the suggestion of an interdepartmental committee composed of representatives of the Departments of National Health and Welfare, Veterans Affairs, and Labour, and of the Unemployment Insurance Commission, that was set up to investigate the problems of the older worker in employment.

The booklet is available from the Queen's Printer, Ottawa, at 25 cents a copy.

Clauses in Collective Agreements Dealing with Older Workers' Problems

Only 37 of sample of 600 agreements in effect in 1956-57 contained provisions that dealt specifically with employment-connected problems of older workers

Comparatively few collective agreements, according to a recent survey, contain specific clauses dealing with the problems faced by older workers which arise directly out of their employment. Out of a sample of some 600 agreements in effect in 1956 and 1957 in all Canadian industries that were examined by the Economics and Research Branch of the Department of Labour, only 37 were found to have provisions dealing specifically with the older worker.

A similar study made by the United States Department of Labor¹ also revealed that few of the agreements studied had such clauses.

It should be noted, however, that collective agreements without specific older worker clauses do not necessarily indicate a lack of interest in the aged employee; it is likely that in a number of bargaining units, the policy affecting the employment

This article is based on information drawn from collective agreements on file in the Economics and Research Branch, which endeavours to obtain copies of collective agreements covering all but the smallest bargaining units in each industry.

of older workers is carried out through informal labour-management arrangement.

There are a variety of situations in which the aging employee may find himself. He may be without a job and seeking employment; he may no longer, because of advancing age, be able to carry out his job satisfactorily but may still be capable of effective performance in other work; his abilities may be seriously impaired as he approaches retirement age; or he may have retired while still able, and may wish to continue working although his retirement age has been reached. Some collective agreements deal specifically with these problems. While few recognize them formally, most agreements today significantly strengthen the employment security of the

¹ U.S. Bureau of Labor Statistics. *Older Workers under Collective Bargaining. Part I—Hiring, Retention, Job Termination*. Bulletin 1191-1, Sept. 1956.

long-service employee and also provide many benefits to which the employee is entitled on the basis of length of service.

For example, a study of collective agreements in Canadian manufacturing industries found in approximately nine out of every ten agreements a "graduated vacation plan" providing for vacations which varied in length with the length of service of the employees (L.G. 1957, p. 454). It is noted in the same study that provision for some kind of seniority recognition was found in nine agreements out of every ten. Moreover, in three agreements out of every ten, seniority was a criterion in determining what employees should have prior choice of vacation time and/or work; the long-service employees received special consideration in regard to the shifts they preferred to work, the kind of work they wished to do, and/or the time of year during which they wished to take vacations.

Another type of clause that may particularly benefit the older worker is that which provides cumulative sick leave with pay, enabling employees to be credited from year to year with the number of non-used allowable sick days. However, while such clauses may have added significance for the older worker, they affect virtually all employees covered by the agreement and, for the purpose of this article are not considered to be older worker clauses.

Older worker clauses can be broadly divided into three categories: those referring to hiring, those dealing with retention of services, and those concerned with termination of employment. The most common, in the sample group of 37 agreements which contain older worker provisions, deal with the retention of the aging employee's services and usually provide for his transfer to a more suitable job. In only two agreements is there reference to the hiring of older workers. In only one agreement does a clause specifically deal with the termination of an older worker's employment. In about one third of the agreements the application of the older worker provision is subject to agreement between management and the union; in two agreements only, it is stipulated that the provision will be carried out at management's discretion.

In many agreements, physical disability caused by reasons other than advancing age is equated with length of service and age as a factor which entitles employees to receive special consideration.²

Hiring of Older Workers

Four clauses referring to the hiring of older workers are listed below. Clause 1 stipulates that "every effort" will be made

to place the older worker. Clause 2 provides that there will be no discrimination on the basis of age either in hiring and/or in continued employment; Clause 3 provides that for every four journeymen employed, one must be 55 years of age or over (this clause was found in an agreement signed with an electrical contractors' association). A similar clause (Clause 4) stipulates that a "superannuated man" shall be employed when eight or more plasterers are employed on one project; this clause, also provides for wage adjustments in the case of the hiring of superannuated men.

Clause 1. "We agree that every effort will be made to place the older carpenters when suitable jobs are available."

2. "No carpenter shall be discriminated against in hiring or continued employment because of age only."

3. "The help shall be divided into two classes, Journeymen and Apprentices. Where four or more Journeymen are employed every fourth Journeyman shall be 55 years of age or older, if available."

4. "When 8 or more plasterers are employed on one project, there shall be a superannuated man employed, at a rate of one superannuated man for every 8 plasterers. The wages to be agreed upon between the employer and the employees, but in any event, not less than 60 per cent of the regular wage scale."

Although no other provision of this category was found in the agreements studied, other types of such clauses may be included in contracts: for example, clauses which, in order to encourage the hiring of older workers, provide that certain jobs are to be set aside for these workers.³

The incidence of the hiring of older workers may be expected to vary from industry to industry. In certain industries, the nature of the work performed is not likely to attract older workers; in other industries, where the work is not too strenuous, more applications are likely to be received from older persons. The practice in hiring older workers may also vary from those areas where, for instance, the labour

² It should be noted that in selecting older worker clauses from the sample of agreements studied, clauses dealing with handicapped workers as such were not included, even though these clauses might be of particular significance to older workers.

³ U.S. Bureau of Labor Statistics, *Older Workers under Collective Bargaining. Part I—Hiring, Retention, Job Termination*. Bulletin 1191-1, Sept. 1958, pages 7-10.

force is predominantly young, to those where there is a large proportion of older workers. Factors such as the type of union security clause in effect or the average age of the union membership⁴ may have a bearing on the hiring of older workers. Pension plans and group insurance plans may also affect the policy regarding the hiring of older employees.⁵

Retention of Older Workers

Clauses dealing with the retention of the older employee's services vary greatly in content and also in the way they are phrased. It is sometimes difficult to gain from reading them a clear notion of their practical application.

"Retention" clauses can be broadly divided into two categories: those providing for the retention of the older worker's services *before* he reaches retirement age, and *after* he has reached retirement age.

Retention Before Worker Reaches Retirement Age

There are several ways in which older worker clauses deal with the retention of an employee's services before he reaches retirement age. The most frequent provides for the transfer of the employee to a more suitable job (Clause 5). The older worker may be enabled to retain his job at a reduced rate of earnings (Clause 6) or he may be given special consideration with regard to hours of work (Clause 7).

Clause 5. "Employees who have given long and faithful service in the employ of the Corporation and who have become unable to handle their regular jobs will be given preference for such other employment as is suitable and available."

6. "By mutual consent, rates may be reduced where an employee through age, physical handicap or other infirmity is not able to perform the task required with average efficiency."

7. "There shall be no discrimination in the wages, hours or other terms and conditions of employment based on age, sex or marital status, provided, however, that such arrangements may be made for older employees with regard to hours of work."

Pay Adjustment

As might be expected, an adjustment in pay usually follows the application of these provisions. However, some "retention" clauses (Clause 5, for instance) have nothing to say about pay adjustment. Other

clauses deal with pay adjustment in various ways: as mentioned above, the employee may continue in the job at a reduced rate (Clause 6), or the clause may stipulate that the older worker will automatically receive the wage rate set for the job to which he is transferred (Clause 8); the new rate may be set at management discretion (Clause 9) or through an agreement between the employer and the union (Clause 10). Some clauses (Clause 11, for instance) allow for pay adjustment by stipulating that the wage provisions will not apply to older employees incapacitated in the performance of their regular duties. Another clause provides for a special maximum rate to be paid to transferred older workers (Clause 12).

Clause 8. "When an employee is transferred to a lower rated job because of inability to perform the job, health or request, his rate will be adjusted immediately to the rate of the job to which he is transferred."

9. "The Company shall have the privilege of employing any workmen incapacitated by reason of accident, infirmity or advanced age at a wage less than that specified in the category concerned."

10. "Employees incapacitated for the performance of their regular duties by accident or disease resulting from their employment with the Company, or employees who have given long years of continuous service in the plant and who have become unable to handle heavy work to advantage, shall be assigned to such light work as is available at that time and that they are able to handle at a rate to be mutually agreed upon between the Company and the Union."

11. "Employees who, by reason of their age or physical disability are, or become no longer capable of maintaining a normal standard of efficiency (that is, of discharging the full requirements of their regular jobs), may be removed from the seniority list and the wage provisions of this agreement may not apply."

12. "Regardless of seniority provisions above, an employee who has given long and faithful service to the Company, or whose capacity is limited because of physical or mental handicaps or other infirmities may be employed at the discretion of the Company on suitable work at a rate up to ten cents per hour below the basic rate for warehouse workers."

Seniority Adjustment

In transferring older workers to different work, problems may arise in applying the general provisions regarding the transfer of employees under the seniority system.

In some cases the way in which this problem is to be handled is not specified (for example, Clauses 5 and 8); however, it is possible that in these cases a satis-

⁴ See Melvin K. Bers, *Union Policy and the Older Workers*, Institute of Industrial Relations, University of California, Berkeley, 1957.

⁵ See Canada. Department of Labour, *Pension Plans and the Employment of Older Workers*, Queen's Printer, 1957.

factory informal arrangement has been worked out between the employer and the union.

In other agreements there are more specific provisions: the transferred older worker may be removed from the seniority list (Clause 11) or the clause may be applied "regardless of seniority provisions" (Clause 12). One clause specifies that if the transfer of an older employee to lighter work "adversely affects" the seniority of another employee, then the transfer will be subject to the approval of the Union Committee (Clause 13).

Clause 13. "If the assignment of such employees (i.e. aged or partially incapacitated employees) to lighter work will adversely affect the seniority status of any other employee in the seniority unit in which they are assigned, the assignment shall only be made after approval of the Local Union Committee."

Retention After Worker Reaches Retirement Age

There is also some variation in the clauses providing for the retention of the older worker after he has reached retirement age.

Some of these clauses merely provide that pensioners will be given an opportunity to do part time or temporary work (Clauses 14, 15 and 16, for example. Clause 15 was included in an agreement covering hospital employees). Other clauses refer to the seniority status of the superannuated worker who is re-employed (Clauses 17 and 18). For instance, Clause 17 stipulates that "men who have reached retirement age...may, at the discretion of the Company, be exempted from the provisions of the seniority rules..." This clause also stipulates that the wage paid to the men who have reached retirement age will not be less than the rate of the new job they will perform.

In Clause 19 a distinction in seniority status is made between the re-employed worker who has been on normal retirement and the one who has been retired on total and permanent disability pension. Some older worker clauses of the "after retirement" type are carried out at management discretion (Clause 17 for example) or are subject to agreement between the employer and the union (Clause 18).

Clause 14. "Pensioners shall be given an option of doing part-time non-operating work in addition to drawing their pensions."

15. "Where possible, retired employees of long service shall be given the preference of being employed for Holiday relief or seasonal employment."

16. "On the first day of the month after reaching retirement age (60 for females, 65 for males) every employee will automatically cease to be employed, but the Company may re-

employ an individual over retirement age on a temporary basis."

17. "Men who have reached retirement age, or who are not capable of performing their regular duties by reason of infirmity may, at the discretion of the Company, be exempted from the provisions of the seniority rules and may be pensioned off or given preference of such work as they are capable of performing and be paid a rate of wage not less than the rate of the job but the new rate will not be effective until a period of thirty (30) days has elapsed."

18. "Employees who by reason of being of an age whereby they are eligible to receive Old Age Pension under the existing laws of the Province of Ontario or who are physically disabled and are, in the judgment of the Company, no longer capable of maintaining a normal standard of efficiency, that is, of discharging the full requirements of their regular jobs, may be removed from the seniority list and the wage provisions of this Agreement need not apply. The parties hereto covenant that this clause will be interpreted by them in an effort to continue employment of such employees wherever possible so that they may remain self-supporting and the parties hereto agree to confer amicably in respect of the individual cases so that no employee may be unfairly dealt with."

19. "If he (i.e., the employee) retires or is automatically retired otherwise than on total and permanent disability pension and is subsequently re-employed, he shall be considered a new employee and without seniority and shall not acquire or accumulate any seniority thereafter, except for the purpose of applying the provisions governing Holiday Pay and Vacation Pay..."

"...if he has been retired on total and permanent disability pension and if he recovers and is subsequently re-employed, he shall have his seniority reinstated as though he had been continued on a sick leave during the period of his disability retirements."

Termination of Older Worker's Employment

An older worker may quit his job for various reasons, such as finding other employment, or becoming temporarily or permanently incapacitated. He may be discharged temporarily or permanently laid off. Or he may retire.

The existence of seniority provisions in most collective agreements whereby employees are laid off on the basis of seniority precludes a policy of laying off older employees first. Similarly, the existence of a grievance procedure that, by implication, requires that all discharges of employees must be "for cause" prevents employers from discharging employees merely because of advancing age. However, neither seniority provisions nor a grievance procedure prevent an employer from following a compulsory retirement policy whereby all em-

ployees must cease their employment upon attaining a certain age, commonly 65.

A study of collective agreements in manufacturing industries (L.G. 1957, p. 454) showed that in eight agreements out of every ten seniority was recognized in layoffs and rehiring. The same study also indicated that in 402 of the 458 contracts examined there was a grievance procedure providing for step-by-step negotiation and final arbitration, if necessary, of complaints.

Of interest also are the results of a special study on grievance procedures in collective agreements in manufacturing (L.G. 1952, p. 601), which indicated that in 154 out of the 510 agreements studied, grievances alleging improper discharge were given special attention and were subject to shortened procedures.

Among the 37 older worker clauses, one only provided that: "The age of a member employee shall have no bearing on his qualification in the matter of continuous employment."

Retirement Age Provisions and Termination of Older Worker's Employment

The time when an older worker's employment will be terminated is often determined by the type of retirement provision in effect. A survey of 141 establishments made for the purpose of this study indicated that in 67 of them there was a compulsory retirement age, compared with 52 establishments with an optional provision. Of the 67 compulsory retirement age provisions, 33 had fixed the retirement age at 65 (for male workers), 12 at between 66 and 69, and 21 at 70. (In 22 establishments, no information could be obtained on the retirement age provision.)

It should be mentioned, however, that at least two of the older worker clauses providing for the retention of the older worker's services after he has reached

retirement age (Clauses 14 and 16) were in effect in a bargaining unit where there was a compulsory retirement provision. Nor can it always be assumed that a compulsory retirement policy automatically leads, in all cases, to the complete termination of the older worker's employment at a certain fixed age.⁶

Factors such as the union's or management's general policy towards retirement, the age of union membership, the general state of the economy or the economic conditions or prospects of the industry concerned may influence the attitude of managers and union officials towards the termination of the older worker's employment.⁷

As mentioned at the beginning of this article, only one older worker clause among the 37 examined specifically dealt with the termination of the older worker's employment. This clause was found in an agreement signed in a publishing company where it does not seem that a pension plan was in effect. This clause reads as follows:

- (a) Any employee discharged for reasons of infirmity or incapacity, or economy of operations or old age, shall receive severance pay in a lump sum in accordance with the following schedule:
 - (1) Up to 2 years service—wages due,
 - (2) Over 2 years service, but under 3—wages due, plus two weeks,
 - (3) Over 3 years service, but under 4—wages due, plus three weeks,
 - (4) For each additional year of service thereafter, up to a maximum of 14 years, one week's additional wages, with maximum severance pay of 14 weeks salary, plus wages due.

In another paragraph of this provision, it was specified that: "Employees leaving after long service may be given, on review, recognition in a bonus from the Company."

⁶ For further details, see "Types of Retirement Policy in Canadian Industrial Pension Plans", *Labour Gazette* 1954, pp. 1238-1243.

⁷ See M. K. Bers, work cited.

U.S. Unemployment Lower in August but Rate Higher

The number of United States workers without jobs declined by 318,000 between mid-July and mid-August to 3,426,000.

Because the decline was less than normal for this time of year, the seasonally adjusted rate of unemployment rose to 5½ per cent, the same as a year earlier.

Employment, which usually improves in August, declined by 353,000. Despite the reduction, the employment total set an August record of 67,241,000.

The steel strike and the shutdown of auto assembly lines for model changeovers resulted in less than the usual reduction in unemployment, according to the U.S. Department of Labor.

Labour Relations and Trade Union Legislation in Canada in 1959

At 1959 sessions, B.C. Legislature replaces Trade-unions Act, Newfoundland passes Trade Union (Emergency Provisions) Act and amends Labour Relations Act. Manitoba, Ontario, Prince Edward Island and New Brunswick amend Acts

At the 1959 sessions, the British Columbia Legislature replaced the Trade-unions Act by a new Act of the same name and amended the Constitution Act to make picketing of government buildings unlawful; the Newfoundland Legislature passed the Trade Union (Emergency Provisions) Act and amended the Labour Relations Act; and Manitoba, Ontario, Prince Edward Island and New Brunswick amended labour relations legislation. In Saskatchewan the Queen's Bench Act was amended to abolish *ex parte* injunctions in labour disputes.

British Columbia

The new British Columbia Trade-unions Act, which replaces the former Trade-unions Act first enacted in 1902, breaks new ground by declaring a trade union to be a legal entity open to damage actions. Under its provisions, both trade unions and employers' organizations are declared legal entities for purposes of prosecuting and being prosecuted for offences against the Labour Relations Act and for purposes of suing and being sued under the Trade-unions Act.

The law also sets out the circumstances in which picketing may legally be carried on. It limits the use of *ex parte* injunctions in connection with a "legal" strike or lock-out and provides that such injunctions are to be effective for a maximum of four days.

In brief, the section of the Act which sets out the conditions under which a trade union or anyone authorized by the trade union may picket restricts picketing to legal strikes and to premises where an actual dispute is in progress. Further, it authorizes picketing only by the union whose members are on strike or locked out.

The legislation was introduced by the Minister of Labour, Hon. Lyle Wicks, in March. In the preceding months, the Minister had asked for representations from labour and management for improvement in the laws governing labour relations in the province.

According to press reports, among the representations received were requests from the Chamber of Commerce to repeal the Trade-unions Act "to abolish special privi-

leges granted to unions". The Building and Construction Industries Exchange of British Columbia, in a brief presented in December 1958, also advocated reform of the law in respect to picketing, pointing out that picketing, providing unions give only information and there is no violence or anything unlawful, is permitted under the Trade-unions Act as an organizing tactic and as a means of compelling an employer to accept union terms.

"It could be," the brief stated, "that the employer has a perfectly legitimate reason for not entering into a trade union agreement—that his employees themselves do not wish to become members and are not desirous of joining a union. But all this is brushed aside by the placing of pickets and the activities of the unions in personally contacting the subtrades and suppliers, warning them not to cross picket lines. The result of such picketing allowed by the Trade-unions Act causes great hardship to industry and business, and particularly if it is a small business." The Vancouver Board of Trade, in its brief, advocated, among other things, that unions should be made legally responsible.

In introducing the Bill, the Minister referred to the concern he said was felt in the province during 1958 over labour-management relations. Time lost through industrial strife was highest since 1952 and nine times greater than in 1958. He reviewed the need for trade union protection which inspired the Trade-unions Act of 1902 and said that Act lacked clarity, was ambiguous, was ineffective in controlling the use of injunctions and was confused concerning the law on picketing.

The new Act has seven main provisions. First, it states the conditions under which a trade union may picket (in the words of the Act, "persuade or endeavour to persuade" anyone not to do certain things): there must be a strike which is not illegal under the Labour Relations Act, or a lockout; the persons who may picket are the trade union whose members are on strike or locked out or anyone authorized by it; the picketing must be at the employer's place of business, operations, or

employment; it must be carried on without acts that are otherwise unlawful.

If these conditions are met, a trade union may persuade or endeavour to persuade anyone not to

- (a) enter the employer's place of business, operations, or employment; or
- (b) deal in or handle the products of the employer; or
- (c) do business with the employer.

In all other circumstances, a trade union or other person is prohibited from persuading or endeavouring to persuade anyone not to enter an employer's place of business, operations, or employment; or deal in or handle the products of any person; or do business with any person.

This section, by prohibiting all persuasion, including picketing as well as other forms, except that carried on in support of a legal strike or in support of locked-out employees, would appear to make any kind of secondary boycott or sympathetic action illegal.

The next provision deals with remedies. Only civil remedies are provided. If anyone violates the above provision, he is liable in damages to anyone injured thereby.

Further, the Act provides civil remedies for infractions of the Labour Relations Act in addition to the sanctions already provided. Any person who does anything prohibited under the Labour Relations Act, or fails to do anything that is required by that Act, is liable in damages to the injured person.

This provision is described in the explanatory note of the Legislative Counsel accompanying the Bill as a clarification of the law. The Labour Relations Act, besides defining particular offences and setting maximum fines for them, provides that a trade union, employers' organization or person who does anything prohibited by the Act or neglects to do anything required by the Act is guilty of an offence and is liable on summary conviction to a fine. It is further provided that no prosecution for an offence under the Act shall be instituted except with the consent in writing of the Labour Relations Board.

There are also other sanctions under the Act that may be applied in the case of an illegal strike in which a union or its members or the employees represented by it have participated. There is no mention in the Act of civil liability for a breach of its provisions.

However, there have been a series of cases in the British Columbia courts which have held that a breach of the Act does give rise to an action in damages against a trade union (*See*, for example, the

Wheaton case, L.G. 1957, p. 468; and the *Therien* case, L.G., April, p. 398). The new Act incorporates in legislation the principle recognized in these cases and opens the way for suits against an employer, employers' organization, or trade union. Any doubt as to a trade union's capacity to be sued or prosecuted as an entity, or to sue or prosecute, is removed. A trade union and an employers' organization are declared to be legal entities "for the purposes of prosecuting and being prosecuted for offences against the Labour Relations Act and for the purposes of suing and being sued under this Act".

A trade union or employers' organization is made responsible for the acts of its members. The Act states that the act of any member of an employers' organization or trade union is presumed, unless the contrary is shown, to be done, authorized, or concurred in by the employers' organization or trade union.

Another provision makes the common law of civil conspiracy not applicable to a trade union involved in a labour dispute. It states that any act done by two or more members of a trade union, if done in contemplation or furtherance of a labour dispute, is not actionable unless the act would be wrongful if done without any agreement or combination. A labour dispute is defined as: "a difference or apprehended difference between an employer or a group of employers and one or more of his or their employees or a trade-union as to matters or things affecting or relating to terms or conditions of employment or work done or to be done."

Up to the passing of this Act there was no legislation in British Columbia that removed trade unions from the law of civil conspiracy. There is a similar provision in the Ontario Rights of Labour Act and the Saskatchewan Trade Unions Act.

The Act also limits the use of *ex parte* injunctions (that is, temporary restraining orders issued by the courts on the application of one party without a hearing of both sides). It states that, in respect of any act relating to a strike or lockout that is not illegal under the Labour Relations Act, an *ex parte* injunction shall not be granted by a court except "to safeguard public order; or to prevent substantial or irreparable injury to property". When such an *ex parte* injunction is granted, it shall not be for a period longer than four clear days.

The final section of the Act repeals the former Trade-unions Act, which declared trade unions were not liable in damages for acts of their members in connection with a labour dispute which were not

authorized or concurred in by its officers acting within their authority, or by a majority vote of the members. (Under the new Act a trade union is still not liable in damages for the unauthorized acts of its members but the onus is placed on the union to show that it has not authorized or concurred in such acts.)

Further, it stated that a trade union and its officers could not be enjoined from, or held liable in damages for, communicating facts to workmen or other persons or for mere persuasion of others, without threats, or for publishing information with regard to a labour dispute.

Legislation was also passed in British Columbia, an amendment to the Constitution Act, making it unlawful to "picket, watch or beset" any Government building in the province with intent to induce employees of the Crown to cease work. This legislation was introduced following a strike of provincial civil servants on March 13 (L.G., April, p. 354). To be proclaimed in force, it was designed, according to the press, to give the Government "a continuing injunction" against a recurrence of similar strikes. Explanatory notes attached to the Bill stated: "It is obvious that the Executive must ensure the continuation without interference or interruption of public services provided by the Crown in the right of the Province. This measure is intended to deal with such interference should it occur."

The Act prohibits all picketing designed to persuade anyone temporarily to withdraw his services from the provincial Government or any of its departments, or from any board or commission appointed by an Act of the Legislature or by Order in Council (except the British Columbia Power Commission, the Liquor Control Board, or the Pacific Great Eastern Railway Company) or to persuade anyone to do or to refrain from doing anything in contravention of his oath of office or of the statute from which his duties devolve.

Newfoundland

The Newfoundland Trade Union (Emergency Provisions) Act revoked the certification of Locals 2-254 and 2-255 of the International Woodworkers of America and declared void any collective agreement in force between these locals and employers. Re-certification of these two locals is prohibited without the consent of the Lieutenant-Governor in Council.

The Act was described in its long title as an Act to make provision for safeguarding the public interest. Its preamble stated that, because of the lawlessness existing in connection with strikes in the woods labour

part of the pulp and paper industry, a state of grave emergency existed and it was necessary to take extraordinary steps to bring an end to the emergency.

A second Act, the Labour Relations (Amendment) Act, contains four main provisions. It provides for the dissolution of a trade union by the Lieutenant-Governor in Council under certain conditions; it sets out new bases on which a union may be decertified; it forbids secondary boycotts; and it permits a trade union to be sued for an unlawful act.

A new section was added to the Act empowering the Lieutenant-Governor in Council to dissolve any trade union in the province which is a branch, local or affiliate of a trade union or body, group or organization of trade unions outside the province, if it appears to the Lieutenant-Governor in Council that a substantial number of the superior officers, agents or representatives of such union or body of unions outside Newfoundland have been convicted of any heinous crime, and any or all of them retain offices in the union organization.

Where a trade union is dissolved, any collective agreement to which it is a party at the date of dissolution becomes void and, if it is a certified bargaining agent, its certification is revoked.

If, after dissolution, a trade union continues to carry on the activities of the union (holding meetings, collecting dues from its members, or in any way holding itself out to be a trade union within the meaning of the Act) or does anything prohibited by the Act, it is liable on summary conviction to a fine of up to \$5,000. For committing any of the same offences, a member, officer, agent or representative of the union may be fined up to \$1,000 or, in default of payment, may be imprisoned for up to six months.

The Lieutenant-Governor in Council may make regulations providing for the disposition of the assets of a dissolved union.

The section of the Act authorizing the Board to decertify when, in its opinion, a certified union no longer represents the majority of the employees in the unit was replaced by a new section setting out new conditions under which the Board may, upon application or of its own motion, revoke certification.

As before, the Board may decertify when it is satisfied that a union has lost the support of the majority, and also when, in its opinion, (1) a certified bargaining agent has ceased to be a trade union or (2) when the employer has ceased to be the employer

of the employees in the unit for which it was certified.

The Board may also decertify (a) where any union officer or representative has been convicted of an offence against the Criminal Code in connection with a trade dispute and continues as an officer or representative; (b) where a union officer or representative has been convicted of an offence under the Labour Relations Act and continues to hold office, or where the union itself has been convicted of a breach of the Labour Relations Act; (c) where an employer has been excluded generally or specifically from Section 12 of the Act; (d) where an injunction other than an interim injunction has been granted against a union, or against any union officer, agent, representative or member, in connection with a trade dispute; and (e) where a judgment has been given against a union or any of its officers, members, agents or representatives in respect of a tortious act.

The new Section 11 also provides that the Lieutenant-Governor in Council may, after due inquiry, revoke the certification of a union, whether or not the Board is considering such action. Where certification has been thus revoked, the Board is precluded from entertaining a new application for certification without the consent of the Lieutenant-Governor in Council. Any collective agreement held by a decertified union is void from the date of revocation of its certificate.

The third main provision of the amending Act is its prohibition of secondary boycotts. This provision is very similar to the prohibition of secondary boycotts in the U.S. Taft-Hartley Act. For a contravention of the new Section 43A the penalty is a maximum fine of \$5,000 for a union and \$500 or three months imprisonment for an individual.

A final amendment makes a trade union or organization of trade unions suable in an action for damages in respect of any tortious act alleged to have been committed by or on behalf of the union or organization of unions, and the trade union or organization of unions is held legally responsible for any act or thing done or omitted by any of its officers, members, agents or representatives.

The press has reported that the Premier of Newfoundland stated in the Legislature on July 3 that some amendments to the Labour Relations (Amendment) Act (not full repeal) would be introduced at the next session.

Manitoba

In Manitoba, several amendments were made to the Labour Relations Act, one of which gives a trade union the right to prosecute in its own name for an offence under the Act. This amendment resulted from a Court decision. In the *Walterson* case (L.G. 1955, p. 565) it was held that a trade union was not a legal entity and did not have the right to prosecute for offences under the Act.

Other changes, described by the Minister as "administrative," were recommended by the Manitoba Labour Board.

One of these permits the Board to make an exception, notwithstanding the time-limits in the Act for the making of an application for certification, and to allow an application to be made at any time if it considers that employer or employees or both would suffer substantial and irremediable damage or loss if an application were not entertained. A similar provision was added to the Act in 1957 with respect to applications for revocation of certification or termination of bargaining rights.

The section of the Act dealing with revocation of certification and termination of bargaining rights was amended to lay down the same conditions (that is, limitations as to when applications may be made) with respect to making application for a revocation of certification as were already laid down for making application for the termination of bargaining rights in respect of an uncertified bargaining agent which is or has been a party to a collective agreement.

Amendments were also made to the section stating that in the case of a merger of businesses of two or more employers the collective agreements in force remain in effect until their terms expire. These make it clear that the provision is applicable where one collective agreement is in force as when there are two or more existing agreements, and that such agreement is binding, until duly terminated, on the unit on behalf of which the agreement was made as well as on the bargaining agent and the employer who is the owner of the amalgamated businesses.

Ontario

In order to expedite the work of the Labour Relations Board, the Ontario Labour Relations Act was amended to authorize the appointment of one or more deputy vice-chairmen so that the Board may sit in more than two divisions simultaneously. The Board was formerly author-

ized to sit in two divisions, one under the chairman and the other under the vice-chairman.

Speaking in the debates of the Legislature, the Minister of Labour said that amendments to the Act would not be made piecemeal but that a complete review of the Act would be made in the next year after a thorough and complete study of the Report of the Select Committee on Labour Relations (L.G., April, p. 366).

Prince Edward Island

The Prince Edward Island Trade Union Act was amended to provide for the establishment of a Labour Relations Board.

The Board is to consist of such number of persons as the Lieutenant-Governor in Council may determine. The Act stipulates, however, that when the Board consists of three members, one is to be representative of labour and one representative of employers.

The Board is to perform the functions formerly fulfilled by the Minister of Labour or such of those functions as the Lieutenant-Governor in Council may designate. The provisions setting out the powers and duties of the Board are similar to those set out in the Acts of other jurisdictions. As in Nova Scotia, the Board may in a stated case refer to the Supreme Court of the province any question which, in its opinion, is a question of law.

Another amendment added a provision to the Act stating that, from the time certification is granted until a collective agreement

has been signed, an employer is forbidden to alter any wage rate or other term or condition of employment, without the consent of the employees concerned. A somewhat similar provision is contained in the federal Act and in most of the other provincial Acts.

New Brunswick

In New Brunswick, municipal employees will now be covered by the Labour Relations Act unless specifically excluded by resolution of the municipality, as in Ontario.

The Act as amended enables a municipality or a board or commission of which one or more members are appointed by a municipality to declare by resolution that the Act shall *not* apply to it in its relations with its employees or any of them. This reverses the former provision, under which municipal employees were excluded unless brought under the Act by resolution of the municipal council.

Saskatchewan

In Saskatchewan, the Queen's Bench Act was amended to abolish *ex parte* injunctions in connection with labour disputes.

Previously, the Act limited *ex parte* interim injunctions in labour disputes to a maximum period of four days. In future, a union, through one of its officers or representatives, must receive notice of the employer's application for an injunction and will be given an opportunity to present its case in court before any injunction is issued.

McGill University's 11th Annual Industrial Relations Conference

On general theme, "Unions and the Future," five speakers deal with particular issues that confront unions in present stage of their development. Four-man panel and conference speakers participate in discussion at close of conference

The 11th annual industrial relations conference, held at McGill University on September 10 and 11, dealt with the subject "Unions and the Future," the main interest being centred on the particular issues that confront the unions in the present stage of their development. The conference was attended by some 170 delegates representing business firms, labour organizations, employers' organizations, other universities, and federal, provincial and municipal governments.

Five speakers addressed the meetings. The first of these was Prof. Richard A. Lester, Professor of Economics in the Industrial Relations Section of Princeton University, who has held positions on a number of United States government bodies. His subject was "Unions in the Next Decade". Dr. Sylvia Ostry, Assistant Professor in the Department of Economics and Political Science of McGill University, spoke on "Some Aspects of the Canadian Wage Structure—Implications for Union Policy".

The dinner speaker was Oakley Dagleish, Editor and Publisher of the *Globe and Mail*, whose subject was "Reflections From Experience". Prof. Archibald B. Cox, Professor of Law at Harvard University, who has served as a specialist in labour law on government bodies in the United States and is at present Chairman of the Advisory Panel on Labor-Management Relations Law to the United States Senate Committee on Labor and Public Welfare, spoke on "Legislating the Internal Behaviour of Unions". Prof. F. R. Scott, Macdonald Professor of Law at McGill University, discussed "Federal Jurisdiction over Labour Relations—A New Look".

Prof. H. D. Woods, Director of the Industrial Relations Centre at McGill, was the chairman at all the sessions.

The panel whose discussion wound up the conference consisted of K. G. K. Baker, Executive Assistant to the President of Howard Smith Paper Mills Ltd.; D. G. Pyle, a member of the Central Ontario Industrial Relations Institute; Leo R. Robach, partner in the firm of Research Associates and Editor and Publisher of *Labor Facts* and *Renseignements Ouvriers*; and Dr. Eugene Forsey, Research Director of the Canadian Labour Congress. Dr. Forsey substituted for Gérard Picard, until recently President of the National Metal Trades Federation (CCCL), who was unable to attend.

The principal speakers at the conference also took part in the panel discussion, and a number of the delegates contributed questions or comments.

Prof. Richard A. Lester

History seems to show that the labour movement, on the whole, has a low momentum—at least measured in membership expansion—except in times of war, emergency or widespread unemployment and economic distress, said Prof. Lester in the first address at the convention.

There was no reason to think that there were any influences that would "stimulate the American labour movement into a renaissance during the next decade or two," he added. On the contrary, he thought that "developments seem more likely to retard than to propel organized labour as a whole in the United States".

The speaker, whose address took the form of a review of the main conclusions given in his book *As Unions Mature*, published a year earlier, said that although American unionism has reached "institutional middle age," our ideas about it are still strongly influenced by its period of "militant turbulence and internal strife" during the 1930's and early 1940's. Among the signs

of maturity were: "considerable loss of missionary zeal, a slowdown in the rate of growth, greater centralization of control at national headquarters, and an entrenched political machine which frowns on insur-gency."

Prof. Lester admitted that his remarks did not apply so much to unions in non-manufacturing, especially the craft unions in such industries as building and printing. These latter unions, he said, had lost none of their elan in the last 30 years. They were then, and still are, "business oriented".

My analysis is directed primarily to the national union and the relationships of the local to the national. In my opinion, these are and will be the important aspects of unionism in the United States from an over-all point of view. No one would deny that vigorous locals can be found in a variety of unions. The point is, what are the general trends?

Admitting a difference between unions in manufacturing and those in non-manufacturing, he thought that above the local level many such differences diminish. "Given sufficient time, no American union seems to escape the stabilizing, routinizing, moderat-ing processes," the speaker said.

Sketching the development of unions in the United States, Prof. Lester said that only in the 1890's was a stable form of unionism clearly established—"the Gompers type of 'business unionism'". Since then there had been only three periods in which union membership increased in proportion to the eligible work force: the time of deep depression from 1896 to 1904, following the Spanish-American War in the 1890's; the World War I period from 1914 to 1920; and the period of the Great Depression, climaxed by World War II, which included the years from 1935 to 1945.

Except during these periods of deep depression or war, the speaker asserted, total union membership was on a plateau, or at least failed to expand in terms of eligible workers. In 1946 some 36 per cent of the non-agricultural employees in the United States were in unions, and that percentage had not been exceeded since.

Among the developments that Prof. Lester believed likely to retard union growth were the increasing affluence of society; the decline in the inequality of wages, "with working wives reducing income differences between the families of manual and managerial employees"; and the promotion by unions of the non-wage interests of their members, e.g., employee benefits and welfare. "In a sense, the very success of unionism curtails the need and opportunities for new conquests," he said.

In the affluent society, much of the concern for the "underdog" that in the past

had provided the stimulus to union expansion had disappeared; and greater equality of income had undermined the reformist spirit, Prof. Lester said. In the absence of a major depression or some other event causing an upheaval in society, he found it hard to discover the motive power for a new big push in union expansion. He thought a major depression was unlikely but, even if one did occur, it was unlikely that it would enlarge the appeal of unionism.

Automation, far from providing the motive power for union expansion, had so far served as a retarding influence, "reducing the membership base of the large industrial unions in mass-production lines".

The change in management's attitude towards industrial relations has worked against union expansion during the past decade and would do so in the future. Evidence of this change was found in many developments, from foreman training and expert industrial relations staffs to the human relations approach. Managements in large firms have become particularly sensitive to employee interests, Prof. Lester said.

Although to the managed, management can seem oppressive and, at times, unfair or insensitive, the managements of large corporations have gone to considerable efforts to reduce the irritations, the insecurities, and the inferior status characteristic of factory employment. It is worth observing that in the United States (and I presume in Canada) there is little demand for joint consultation, codetermination, or joint union-management administration of industry such as one finds in England, Sweden, and Germany. I think that the human relations developments in management here have helped to forestall such a demand.

If the unions were to expand largely in the future they must appeal to and organize the rapidly growing white-collar and non-manual workers, a high proportion of whom are "union-resistant females," Prof. Lester said.

He did not think that political activity would provide a source for rejuvenation. "Political activity does not seem to be a promising substitute for collective bargaining as a means of enlarging the appeal and membership of unions," he said.

"Although the future is filled with uncertainties, the preponderance of evidence seems to point towards union stability and restraint rather than revival of the old spirit and great new conquests," Prof. Lester said in concluding. In fact, he thought that the labour movement "is apt to experience some further reduction in zeal and drive, continued levelling out of its growth curve, and a settling down to a rather unexciting existence in the midst of comparative moderation and economic opulence."

Discussion Period

During the discussion that followed his address, Prof. Lester, answering a comment from the audience that the attitude of unions in collective bargaining did not support his view that unions were becoming more moderate, said that the main functions of unions were tending to gravitate upwards from the local to the regional, multi-plant or multi-unit level. He cited present bargaining methods in the United States coal industry. It was at the higher levels that there was more moderation, he thought. At the local level there might be no less militancy than before.

However, he argued that many of the differences between labour and management had been settled, e.g., grievance procedure, incentives, procedure in layoffs. He thought that present grievances of labour were not of the same character, and were less basic than they had been in the past. Time lost through strikes was tending to diminish all over the world, he pointed out.

A member of the audience disagreed with Prof. Lester's view that management had become more humane in its dealings with employees, suggesting, rather, that management had merely become more adept in manipulation. Management's attitude in layoffs, for example, had not changed materially, labour still being regarded as a commodity.

Prof. Lester partly agreed that management had become more adept in manipulation rather than more humane. But management had also changed its horizon. Its attitude in layoffs had changed: there was more security for the worker.

Emphasizing the importance of competition as a stimulant in the trade union movement, he said it would take some kind of competition to get the white-collar groups organized, and it was possible that the professional associations might provide the rivalry needed. Management had learned how to forestall union moves but it might not be so successful against professional societies.

Dr. Sylvia Ostry

It is likely that skill, regional and inter-industrial wage differentials in Canada, already wide by comparison with those of other countries, will not diminish within the foreseeable future but will remain unchanged or, more likely, will increase, said Dr. Sylvia Ostry.

This conclusion, however, she said, depended on three "ifs": if the rapid rate of expansion continues, if we manage to keep inflation at a creep rather than a gallop, and if there is no concerted egalitarian program on the part of the unions.

Dealing first with skill differentials, Dr. Ostry presented a table which suggested that in Canada there had been "a slowing down and in cases a reversal of the tendency during the war and early postwar period towards compression of occupational differentials". Her data showed that in the 20 industries represented there had been a marked compression of differentials between 1943 and 1949. After 1949, all the industries except construction showed a slowing-up of this compression and in six of them there had been a widening of the gap between skilled and unskilled rates.

Some of this lessening of the pressure towards narrowing differentials might be due, she said, to union policy in certain industries; but a more fundamental cause had been "the long postwar period of very rapid expansion in Canada which has produced, in the past few years, more or less severe shortages of many types of skilled labour, shortages only partly relieved by selective immigration".

The Gordon Commission Report on Skilled and Professional Manpower, the speaker pointed out, suggested that these shortages will become more severe if the present rate of development continues. If inflationary pressures are kept in hand in the future—an important proviso "because inflation is the father of the flat-rate increase"—and if the Canadian economy continues its vigorous rate of expansion, "we may expect some degree of widening of many skill differentials—in the absence of specific union or governmental policy to counteract it".

The long-run secular influences which tend to narrow the premium for skill (increasing educational opportunities, breakdown of crafts, minimum wage legislation, drying up of rural supplies of labour, etc.,) may, in other words, be swamped by the high demand for skills inherent in a rapid pace of economic development.

Passing on to the question of inter-industry wage differentials, the speaker said that she had found evidence of a narrowing of these differentials in Canada during the 1945-49 period. During this period the higher the wage level of an industry the smaller had been the proportionate increase in wages. However, absolute, as distinct from proportionate wage gains "were remarkably uniform for the sample of industries".

During the 1949-1956 period, on the other hand, both absolute and relative inter-industry differentials widened, the speaker said. "The uniform increases of the preceding period gave way to differential increases, markedly higher for high-wage industries than for low-wage industries... The much-publicized compression of most

national wage structures does not apply to the Canadian case after the initial period of postwar inflation."

Measurement of the regional wage structure in Canada presents more difficulties than does that of any other aspect of relative wages, Dr. Ostry said. In fact, it might be argued that there is no regional structure, "only a mixture of occupational, inter-industry and sex differentials".

However, using the rates for hourly-rated male common factory labour, which was practically the only relevant data available, it appeared that between 1943 and 1945, as a result of the war, full employment and the vigorous wage policy of the new industrial unions,* New Brunswick, at the lower end of the scale, had come up rather markedly; the Prairies fell behind, and Quebec and British Columbia improved their positions slightly. The net result had been a considerable increase in uniformity in the regional wage structure.

"Since 1945 the Maritimes have lost ground again, but the most striking development has been the decline of the Prairies relative to Ontario (this is surprising in the case of Alberta, where the developments in oil seem to have little affected the wages of unskilled factory labour)," the speaker said. "The rapid development of the Ontario economy has out-paced even that of B.C., whose relative advantage has somewhat declined." The trend towards uniformity previously mentioned has therefore not continued into the postwar period.

Long-run forces, however, Dr. Ostry said, are making for the more even distribution of industry across the country; and these, together with deliberate policy measures in the same direction, will undoubtedly bring about greater uniformity of relative wages in Canada.

From the meagre data available, based on labouring rates by establishment for 1957 for Quebec and Ontario, Dr. Ostry said that the inter-establishment wage differentials seemed substantial, especially in Quebec.

The chief cause of the relatively greater variation in Quebec was found to be the relatively greater inter-industry dispersion—but in a special sense. I found that in the *high-wage* industries there was little difference between the average rate paid in Ontario and Quebec—a high-wage industry is a high-wage industry. But the interprovincial gap between the *low-wage* industries was large—the low-wage industries in Quebec are very low.

"It seemed reasonable to conclude from this," the speaker said, "that the pressure of the relatively larger supply of unskilled labour in Quebec had little impact in certain industries which were, for a variety of reasons that remain to be explored, to some degree insulated."

Discussion Period

During the discussion period Dr. Ostry declined to express any opinion on the effect of union pressure on wages in general, but she said that in regard to wage differences between individuals and between the sexes the impact of the unions had been clear. As the area widens the impact lessens. Unions were more concerned with, and have more control over personal differentials, although the effectiveness varied in individual unions.

Where wide redistribution of income had occurred it was clearly attributable to political influences, she remarked.

When asked to what extent job evaluation maintained wage differentials, Dr. Ostry said that this was a matter of union policy. It depended on whether unions will respond to market pressures, or will persist in attempts at greater equality. She thought that market influences should have an important effect on union policy.

A delegate who had experience of conditions in Alberta was asked how the unfavourable position of that province (along with the other Prairie Provinces) in the matter of regional wage differentials could be explained, in the face of the great expansion of the oil industry. He said that in most towns in Alberta there was not much industry, and the numbers engaged in the oil industry were not large. It was also pointed out by another delegate that the demand in the Alberta oil industry would be mainly for skilled labour. (Dr. Ostry's data concerned only unskilled labour.)

To the question as to whether the narrowing of skill differentials in the future would not lead to a shortage of skilled labour, Prof. Lester said that although one would think that this would be so, studies made in the highly industrialized countries of England and Sweden showed that narrow differentials did not discourage people from acquiring skills. Apparently it takes a "terrific" narrowing of differentials to have that effect.

The prestige attaching to skilled work, the better prospects of promotion for skilled people, and the low regard for unskilled work induced by the educational system were apparently sufficient to counterbalance smallness of direct money incentives to acquire skill.

Oakley Dagleish

In this country no issue is more important than industrial relations—the affairs between two groups essential to business, said Oakley Dagleish, the dinner speaker at the conference.

Mr. Dagleish recalled that in the past he and others had spent a good deal of time trying to preach the gospel of labour-management production committees. Although this had not been "a universal success," he believed in the necessity of some such machinery in developing understanding between labour and management.

A large part of labour-management difficulties had been the result of hard-headed defensive positions—a determination to maintain the status quo which ignored the evolution that had taken place. In a company, production and administrative workers were both employees, and they should be able to get together, the speaker said. He suggested that the basic purpose for which unions were born had been achieved.

Mr. Dagleish cited figures on trade union growth in Canada to refute "the myth that management is out to destroy unions". He said that he did not object to unions, but he did object to being told by a union that he must compel someone else to join the union. He suggested that it was some forms of compulsion that had led to the abuses that had resulted in restrictive legislation, though he said that he did not like such legislation.

However, any abuse breeds its own antidote, and at this stage it was a question of discipline on the part of unions, which must accept the obligations of citizenship. We have no right to abuse, destroy or undermine the affairs of our neighbours, the speaker asserted.

We all depend on increasing development and production, he said. "Who now believes in the sweatshop," Mr. Dagleish asked. Rather than being intent on wages and working conditions unions should today have the same interest as management to produce, expand and create.

We have followed the patterns set in another country, he continued. He did not object to American unions, but conditions in Canada differed from those in the United States, and we must find our own standard.

"Labour and management must work together to achieve that production which is the interests of both," the speaker said in conclusion.

Prof. Archibald B. Cox

A discussion of the newly enacted United States law regulating certain aspects of labour-management relations as well as the internal affairs of unions, its intentions and some of its probable effects formed the subject of Prof. Cox's address.

Outlining the circumstances that led up to the passing of the new Act (the Labor-Management Reporting and Disclosure Act of 1959), Prof. Cox said that the Wagner

Act of 1935 committed the United States to strong unionism, and by 1947 the unions had become enormously powerful. Public opinion by this time had become disturbed by strikes and picketing, and the result was the Taft-Hartley Act, which regulated relations between unions and management.

During the last two or three years, Prof. Cox said, the centre of attention had shifted to the internal affairs of unions. This shift had been brought about by the disclosures brought out by the McLellan Committee, which resulted in public pressure for action, and which coincided with a change in the attitude of the intellectuals towards labour. For the intellectuals, the glamour of the labour movement had begun to rub off, and they began to have doubts about the trade unions' respect for liberty and democracy.

The new legislation as it affected the internal affairs of unions had two main goals, the speaker pointed out. These were: first, to develop higher standards of integrity among union officials; and, second, to secure and develop a fair measure of internal democracy by providing safeguards for individuals and minorities.

Three other considerations were: (1) to encourage self-regulation by the unions to eliminate corruption, rather than relying on control by government; (2) to maintain unions as voluntary organizations independent of government; and (3) the great importance of avoiding the weakening of unions *vis-à-vis* the employers.

Regarding the two primary objectives, Prof. Cox said, there was no need to argue about the desirability of higher standards of financial integrity on the part of union officials, who were the custodians of other people's money and livelihood. After describing briefly the Act's provisions for protecting the union treasury, which prescribe the rendering of certain reports on union finances, the speaker asked, "Will these reports work as desired?" The outcome, he suspected, depended on the Secretary of Labor and his staff, and especially on the willingness of Congress to supply enough money for the administration of the Act.

However, at the very least, Prof. Cox said, the result should be an improvement in the bookkeeping and maintenance of other financial records of the unions. Some unions at present gave little or no account of their finances.

The Act should also make misappropriation more difficult. But it would be foolish to believe it a panacea.

A more difficult problem in drafting the bill, he said, had been the regulation of

the outside financial relations of union officials. The main difficulty had been, not so much the prevention of outright theft, as the use of an official position for personal profit, e.g., throwing business in the way of companies in which an official has an interest. In business there was the same conflict between personal interest and corporate duty and breaches of honesty were recognized as morally wrong, but there was a difference of opinion about what was allowable.

The new bill requires a union official to report any doubtful outside relationship. Prof. Cox thought, however, that the goal of the Act was essentially educational. Publicity would bring home to union officials the attitude of Congress and the public. Although it would be possible for an official not to make a report, rather than risk the exposure of a relationship that was not approved, he would be more likely to dispose of the relationship. A substantial proportion of officials, he thought, would conform.

Another provision of the Act was that any union member might demand that the union should sue any official accused of dishonesty, or might himself sue in the union's name. The effect of this part of the Act was doubtful, the speaker thought. In the past members have very rarely sued unions, he said; but as a result of the law there might be substantially more lawsuits.

Some union officials are afraid that the courts will construe the law so as to limit unduly the kind of expenditures unions can make, Prof. Cox said. However, the intention of the measure is that if expenditures are authorized by the governing bodies then there is no breach of trust.

A section of the Act provides that any person convicted of specified crimes shall be debarred from holding office in a union for a period of five years. Prof. Cox described this as a "puzzling" section. It ran counter, he said, to generally accepted ideas which held that "rebirth" should not be excluded. But on the whole he thought the provision necessary and desirable.

The speaker raised the question of how far the Act would discourage persons from taking office in small unions, an exception in favour of which had been considered but was rejected. He thought that it would have some effect of this kind, and that as a consequence it might lead to the consolidation of small unions.

Regarding the second main aim of the Act, the protection of union democracy, Prof. Cox pointed out that there is a school which denies the desirability of democracy

in unions. The argument is that unions are combative organizations that must be organized like an army. However, he thought that labour organizations could justify their existence only if they were democratic. Individual members would gain little in one direction if the fiat of a union boss were substituted for the fiat of management, he said.

The need to protect minorities, the special role played by unions in the community, and the fact that unions enjoyed their present position by virtue of law were all reasons why union democracy should be preserved.

A basic condition of internal democracy was the holding of periodic, fair elections, he stated, and the Act provides for officers to be elected at least every five years, besides imposing other conditions. Members' right to nominate and to have at least one vote were guaranteed, and written notice of elections was required. The question of access to lists of members had been a difficult one, since such access was liable to abuse. But the Act resolved the difficulty by providing that a member may inspect a list once without copying. Unions were left to conduct their own elections unless and until found by a court to be incompetent or dishonest in that regard.

Prof. Cox said that he could not see why unions should have difficulty in conforming to the election requirement, which would help to assure unions and the public that elections result in the election of the officials really wanted by the members.

Discussion Period

When asked what effect the new United States law would have on unions in Canada, Prof. Cox said that it was reported that as a consequence of the law most unions were planning to revise those parts of their constitutions that related to elections and trusteeship. This would affect Canadian members of international unions.

In regard to trusteeship, the main thrust of the law, he said, was directed towards assuring a measure of local autonomy. The United States law was not concerned with officials in unions operating only in Canada.

Prof. Cox said in answer to a question that every employee should have the right to become a member of a bargaining organization acting on his behalf. Common law does not provide such a right. However, Prof. Cox said, putting such a provision into the bill would have prevented its passage.

When asked why union officials accused of misdemeanours in the United States had not been prosecuted in the courts instead of being brought before "phoney" com-

mittees, Prof. Cox agreed that United States congressional committees were most unfairly conducted. In theory their purpose was to get facts on which Congress could legislate. For many years they had also served as forums to publicize facts on which to build up public reports.

As to why union officials had not been prosecuted, Prof. Cox pointed out how rare it was for anyone who observes a crime on the street to take any action. He also said the political power of unions in the United States served to check attorneys in prosecuting.

When asked why the bill prohibited secondary boycotts, Prof. Cox said that it was partly because secondary boycott had become "a bad word". This had come about for several reasons: (1) because a secondary boycott puts pressure on a neutral who could not have much influence in the dispute; (2) because it spreads a dispute through the community; (3) because in most situations employees of a secondary employer were not much concerned in the dispute; and (4) because the unions that use it are those that already have most economic power.

Prof. F. R. Scott

A plea for the extension of the scope of the Industrial Relations and Disputes Investigation Act or, failing that, for the enlargement of federal jurisdiction in industrial disputes by some other means was made by Prof. Scott, the last speaker at the conference.

Reviewing the history of legislation for the regulation of industrial disputes in Canada, Prof. Scott recalled that by the Industrial Disputes Investigation Act "industrial disputes in industries affected with a public interest were appropriated by the federal Parliament in 1907, with widespread approval from all sections of Canada, whether French or English speaking." In 1924, however, the Privy Council's decision in the Snider Case ruled that this act was unconstitutional, the Parliament of Canada being held to have exceeded its jurisdiction in enacting it.

In consequence of this decision, in 1925 the Act was amended to provide that over and above the enumerated federal undertakings the Act should apply to "any dispute which is within the exclusive legislative jurisdiction of any province and which by the legislation of the province is made subject to the provisions of this Act". In Prof. Scott's words, the effect of this amendment was that "the provinces were invited to legislate away the Snider judgment".

This invitation to co-operate was promptly accepted. By 1928 six provinces had responded; even Quebec and Ontario adopted the federal law in 1932. Only Prince Edward Island remained out. The divisive results of the Snider case seemed effectively to have been overcome, and once again the Canadian intention to have uniform legislation was clearly seen.

The depression of the 1930's, however, again brought a change. "Federal legislation was still restricted by the Snider judgment, and the ILO Conventions case in 1937 still further narrowed the area of potential federal intervention. In consequence the provinces started to come back into the field, each in its own way," the speaker said.

During the Second World War federal authority had been restored temporarily, but the coming of peace restored the former *status quo*. The only concession since then, Prof. Scott said, had been a provision in the new federal law of 1948—the Industrial Relations and Disputes Investigation Act—by which a joint administration of federal and provincial laws could be arranged wherever they were substantially similar.

As an instance of "the inadequacy of our present law dealing with industrial disputes," the speaker mentioned the strike in the packing industry in 1947, which he believed could have been prevented had federal authority existed.

Another example used by Prof. Scott of "the cumbersome procedures and dubious expediencies which are promoted by the present division of jurisdiction," was that of the Provincial Transport Company and the Colonial Coach Lines, "a single company dealing with a single union with respect to a single operation of bus driving in central Canada, which now (a) comes under Quebec law for Quebec operations, (b) under Ontario law for the Kingston operations, and (c) under federal law for its Colonial Coach Lines operations".

Asking what we could do about the present situation, Prof. Scott said that one method would be to amend the constitution to "place the power in the list of exclusive federal matters in Section 91 of the BNA Act, as we did with unemployment insurance; or we may place it among the concurrent powers as we did with old age pensions".

He explained that a "concurrent power" was "one which both Parliament and the provinces may exercise, with the federal law prevailing over provincial law in case of conflict. Provinces can only legislate outside the area selected by Parliament".

The concept of exclusive powers "is not altogether foreign to our fundamental law,"

Prof. Scott pointed out. "The Parliament of Canada can already declare 'works' to be for the general advantage of Canada or of two or more of the provinces, whereupon they come under federal jurisdiction. Their labour relations today are under the IRDI Act."

Short of amending the constitution, there are still other roads open, he said. "Section 94 of the BNA Act permits the legislatures of the common law provinces to assign to Parliament any matter belonging to the field of property and civil rights, where labour relations belongs. Hence these provinces could help to build up a nation-wide law, much as they did after 1925 by their enabling legislation."

Then, he asked, "What about judicial interpretation? Might not the Supreme Court of Canada take a broader view of federal jurisdiction than that suggested in the Snider case? That case is still law, but strictly speaking all it decided was that the IDI Act could not apply to municipal institutions."

However, he said that we could not "expect a new interpretation until there is either (1) new federal legislation, (2) a constitutional reference framed to elicit opinions about federal authority over labour relations in interprovincial industries, or (3) a daring lawsuit challenging the jurisdiction of some provincial board in a dispute arising in some major industry."

Finally Prof. Scott came to the last provision for uniformity he wished to discuss. This is the method of federal-provincial arrangements for federal administration of provincial labour legislation when it is substantially uniform with that of the Dominion.

"The IRDI Act... provides for such arrangements in Sections 62-63," he pointed out. Seven provinces have adopted somewhat similar provisions in the labour laws, notwithstanding that Quebec and Ontario and Prince Edward Island have remained aloof, the speaker said. All the provinces except Saskatchewan, however, place limitations on these provisions.

In closing, Prof. Scott asked why the desire for uniform labour legislation was stronger in Canada in the first third of this century than it is today. Are we more disunited? Pointing out that no voice of equal weight to that of the Canadian Labour Congress had been raised on the employer's side, he asked, "Can the answer to my question be that some employers like divided jurisdiction and confusing laws? If so, he said they stand in the way of much needed progress.

"I would prefer to believe that political inertia and the well-known Canadian capacity for accepting what seems to be inevitable are deeper reasons. Let us hope we do not have to have the rude shock of further national strikes to shake us out of this inertia," he said.

Panel Discussion

Leo R. Roback, who opened the discussion, said that while he agreed with many of Prof. Lester's descriptions of recent trends in unionism, he questioned whether they were a reliable indication of future trends. He advised caution in basing predictions of the future on past trends.

Among the factors that during the last decade had had a great influence on the labour movement both in Canada and the United States, Mr. Roback mentioned the Taft-Hartley Act in the United States, which while it had not destroyed that movement had, he thought, undoubtedly had "an inhibiting and certainly restricting influence on it".

He thought a new type of situation was developing in labour-management relations on both sides of the border, which he described as "not a fundamental change of attitude on the part of management but rather a change in action". He thought that management accepts unionism in the way one accepts a disease, as something to be cured as soon as possible. The present "very massive" offensive by management in Canada he thought was intended to weaken unions, not necessarily to destroy them. He cited recent restrictive labour legislation and recent collective demands by management for "a very serious weakening of the protective clauses of the agreement" as evidence of "the general pattern of trying to weaken unions, their collective bargaining position and their legislative position as well".

Mr. Pyle disagreed that there had been any wholesale drive on the part of management to weaken unions, "unless you use that word in a sense to mean that one should not in any way restrict unions".

He pointed out that although the unions liked to feel that they spoke on behalf of society at large, they actually represented only about a third of the working force. Thus, he said, obviously the majority are not in unions and "if that group that is in unions seeks to dominate society then perhaps the time has come when we should regulate them more than we have".

Referring to a statement that the Canadian Manufacturers' Association had suggested the licensing of trade unions, he said he was not aware of such a suggestion,

but he knew that the licensing of union leaders had been suggested from another quarter.

Dr. Forsey pointed out that if we came to consider the applicability of American labour experience and legislation to Canada one factor that had to be taken into account was "the existence of the French fact in Canada". He thought that "the kind of thing that you find represented at the moment in the Canadian and Catholic Confederation of Labour" had no counterpart in the United States. Here you have "a body of people with a doctrine, a set of principles," Dr. Forsey said. Although he supposed the orthodox labour movement in Canada had principles too, "we are shy in talking about them; our French Canadian friends are much more coherent".

When asked by the chairman to elaborate more on "the French fact" he had referred to, Dr. Forsey said that whatever might be said about English Canadian trade unionism's having reached a state of maturity, "or obesity, if you want to call it that, sluggishness, lethargy, bull-headedness, whatever you want to call it," he thought the same thing could not be said of French Canadian trade unionism as represented by the CCCL. He thought that, spurred by the hostility of the Quebec Government, the unions of the CCCL had become very militant organizations. If they come into the CLC the whole Canadian trade union movement "will be ginned up by them, will be moved to the left by them, livened up, revivified, rejuvenated," Dr. Forsey said.

Asking why we had not the same degree of abuse in Canadian trade unions as there had been in the United States, he expressed the opinion that it was partly due to the "greater austerity of life" here, the "stealing of a union" being less worth while here than in the United States. He also thought that Canadian law was more effective in preventing crime.

He stated emphatically, however, that if corruption appeared in the trade union movement, and if that movement showed itself incapable of grappling with it, the movement "will sooner or later face restrictive legislation".

Mr. Baker raised the question of the protection of the individual members of unions, stating that as a citizen of Canada and as a believer in civil liberties, apart from being a management person, he insisted on management's rights to assert on behalf of their fellow citizens the rights and privileges of those citizens.

Referring to Prof. Scott's arguments in favour of wider federal jurisdiction in industrial disputes, with special reference to

industry-wide collective bargaining, Mr. Baker said that one reason management had not supported such proposals was that they were opposed to industry-wide bargaining.

Mr. Roback thought that industry-wide bargaining tended to have the effect of further centralizing and concentrating union organization. Otherwise it was very desirable. He thought that the present situation helped to perpetuate regional differentials.

Referring to Mr. Roback's remark that in the last packinghouse negotiations the package had been distributed partly in cutting down regional and sex differentials, Mr. Baker said that the pulp and paper

unions had been successful in cutting down those differentials without a master contract.

The only fundamental solution to problems of corruption in unions, Mr. Roback said, must lie with the membership of the unions themselves. "No outside regulation and no external interference can be any real substitute for action by the membership of the unions . . . Now if you have corruption or something else, it indicates by its very nature that you don't have democracy in the union. Isn't that true? Therefore only democracy in the real sense, in other words, where the membership really have control, can provide the real solution."

Industrial Fatalities in Canada during the Second Quarter of 1959

Deaths from industrial fatalities decreased to 254 from 272 in previous quarter and from 324 in second quarter last year. Construction again tops listing by industries, with 46; mining recorded 39, and fishing and trapping, 37 deaths

There were 254* industrial fatalities in Canada in the second quarter of 1959, according to the latest reports received by the Department of Labour. This is a decrease of 18 from the previous quarter, in which 272 were recorded, including 28 in a supplementary list. In the second quarter last year, 324 fatalities were recorded.

During the quarter under review there were two accidents each resulting in the deaths of three or more persons.

A severe storm off the New Brunswick coast on June 22 caused the deaths of approximately 34 fishermen. As this industry is not covered by Workmen's Compensation Legislation, no official figures are available; however, newspaper clippings reported the names of the above number of fishermen as being drowned or missing. No reports have been received that any of those reported missing had been rescued.

Three seamen were drowned on June 23 when the tug *Bayport* capsized when a line from the tug to a freighter it had been towing unexpectedly tautened. This accident

happened about half a mile from Collingwood Harbour, Ont.

Grouped by industries (see chart page 1042), the largest number of fatalities, 46, was in construction: 32 in buildings, 12 in highways and bridges and 2 in miscellaneous construction. Fatalities recorded in this industry for the same period in 1958 numbered 80: 17 in buildings, 38 in roads and bridges and 25 in miscellaneous construction. During 1959's first quarter, 48 fatalities were listed: 17 in buildings, 24 in highways and bridges and 7 in miscellaneous construction.

During the quarter, accidents in the mining industry resulted in the deaths of 39 persons; 29 in metal mining, 3 in coal mining and 7 in non-metallic mineral mining. During the same period last year, 43 deaths were reported: 30 in metal mining, 8 in coal mining and 5 in non-metallic mineral mining. Accidents in mining during January, February and March of this year resulted in the deaths of 41 workers: 30 in metal mining, 6 in coal mining and 5 in non-metallic mineral mining.

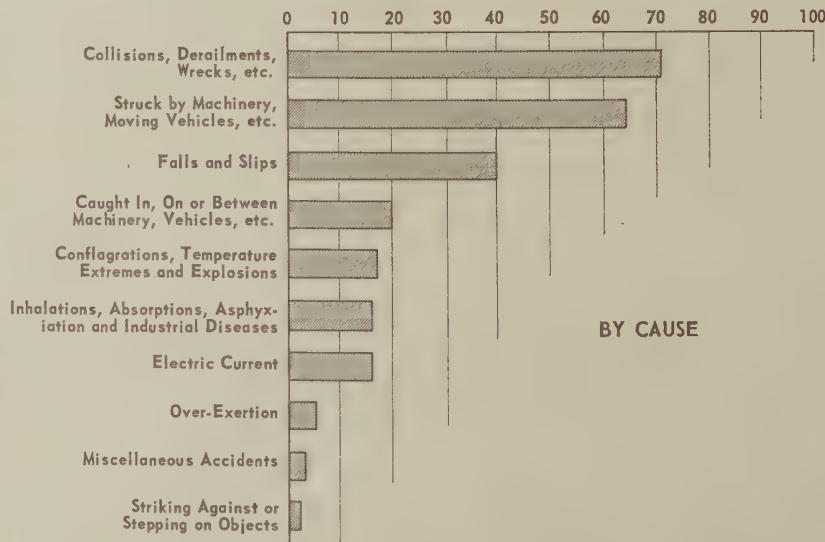
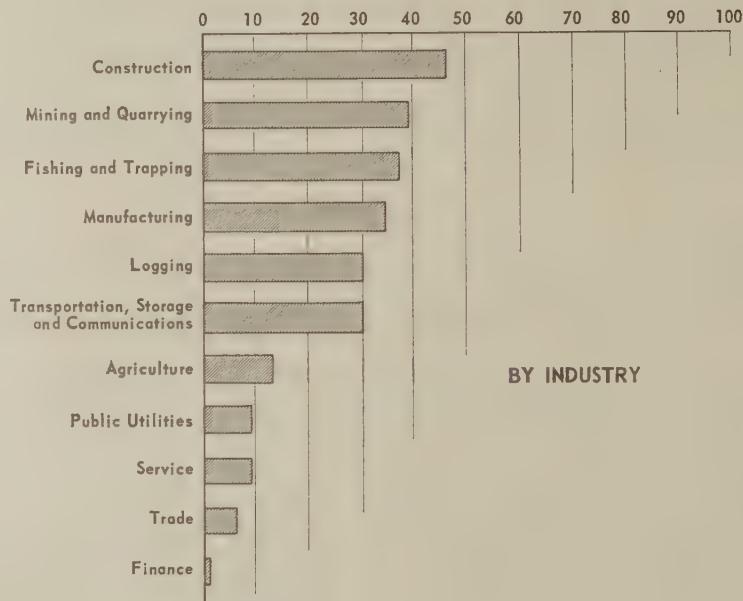
There were 37 fatalities in the fishing and trapping industry, 34 of which were the result of the June 22 storm off the coast of New Brunswick. During 1958's second quarter, 20 deaths were reported in this industry as against 17 in the first quarter of 1959.

During the quarter under review, there were 34 fatalities in manufacturing. Of

*See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the second quarter of 1959 is probably greater than the figures now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 89 fatalities for which no official reports have been received.

INDUSTRIAL FATALITIES IN CANADA

Second Quarter of 1959



Source: Economics and Research Branch, Department of Labour.

these, 11 were in iron and steel, 9 in wood products, 5 in paper products and 3 in non-metallic products. In the same period of the previous year, there were 38 fatal accidents; these included 7 each in iron and steel and wood products, 6 each in paper products and transportation equipment and 5 in non-metallic mineral products. Industrial fatalities in manufacturing during the first quarter of 1959 numbered 39. Of these, 17 occurred in iron and steel, 8 in wood products, 3 in paper products and 2 each in transportation equipment, non-ferrous metal products and non-metallic mineral products.

There were 30 fatalities in logging, a decrease of 4 from the 34 that occurred during the same period last year. During the first quarter of this year 35 lives were lost in this industry.

There were also 30 fatalities recorded in the transportation, storage and communication industry. They included 11 in water transportation, 8 in local and highway transportation, 7 in steam railways and 2 in storage. During 1958's second quarter, 49 fatalities were recorded; 19 were in steam railways, 14 in water transportation and 13 in local and highway transportation. During 1959's first quarter, 37 deaths were reported, of which 15 occurred in steam railways, 9 in local and highway transportation and 4 each in water and air transportation.

An analysis of the causes of the 254 fatalities recorded during the second quarter (see chart page 1042), shows that 71 (28 per cent) were under the heading "collisions, derailments, wrecks, etc.". These included 38 accidents involving water craft, 16 automobiles and trucks and 12 loadmobiles, tractors, etc. The cause "struck by" was responsible for 64 fatalities; 42 were in the

The Industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

category "other objects", 14 were caused by "moving vehicles" and 8 the result of being "struck by tools, machinery, cranes, etc.". In the classification "falls and slips" 40 fatalities were recorded, all of them being falls to different levels. Twenty fatalities were recorded in the "caught in, on or between" category; of these, six were in the "hoisting and conveying apparatus" category and five in "machinery" category.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 87. In British Columbia, there were 60; in New Brunswick 36; and in Quebec 24.

During the quarter under review, there were 57 fatalities in April, 83 in May and 114 in June.

CCA President Urges More Extensive Apprenticeship Program

A more extensive apprenticeship program to overcome the shortage of skilled men in the construction trades in Canada was advocated in a speech last month by J. Eric Harrington, President of the Canadian Construction Association. He emphasized that the need arose from the increased volume of construction taking place in the country.

The apprenticeship program has been diminishing during the past few years, he said, and urged that "employers take an active interest and provide jobs for apprentices".

In the past, Mr. Harrington observed, immigration had been a great source of skilled tradesmen but this is a phase of diminishing importance as Canada's population grows unless there is another large-scale wave of immigration.

Mr. Harrington admitted that the shortage has been greatly improved by bigger and better training programs, but asserted that the problem has still not been solved. He noted, however, that there have been complaints in some areas that courses given in schools are ineffective and said it was up to the industry to make them effective by "telling the schools what is lacking".

Many men "pick up" their trades instead of going through an organized training course—a waste of time, money and the attained skills, he said.

Five Broadcasts on Older Worker Problem

Five speakers, representing industry, labour and the Government, deliver talks on Department's weekly radio program, "Canada at Work," heard over 71 stations

Five broadcasts dealing with the problem of the employment of older workers were presented over the Department's weekly radio program, "Canada at Work," during the period September 6 to October 9. The program is carried by 71 independent stations from coast to coast.

The five speakers, from industry, organized labour and the federal Government, dealt with various aspects of the problem.

Hon. Michael Starr, Minister of Labour, whose talk concluded the series, said:

Justice and freedom of opportunity to every individual, as spelled out by the United Nations in the Universal Declaration of Human Rights 11 years ago next December, was adopted by 58 countries, including Canada. Is it justice and freedom of opportunity to raise obstacles to employment against any segment of society, for any reason, including age? Should not all individuals have an equal right to jobs for which they are capable, whether they are 20 or 70 years of age?

Dr. W. H. Cruikshank, Vice-President of the Bell Telephone Company of Canada, who is also a doctor of medicine, presented industry's viewpoint. Dr. Cruikshank reminded listeners that we must remain aware that the value of a human most often increases with age. Experience, he said, was the key—whether technical or simply the maturing experience of living.

Not only does industry need the senior worker, he said, but industry has a broad responsibility to the worker past 40.

When there is an unemployed pool of workers past 40, it is safe to say that the bulk of them have been set aside by industry. Most of them at one time or another were considered sufficiently valuable by industry to have been more or less assured of employment. But the demands of industry sometimes change, mechanization and loss of markets play a part, and a man can find himself without work, quite late on in life, through no fault of his own.

Here, I interpret, is where the responsibility arises for business, industry and the nation at large. For unemployment is not a local problem—it affects the entire Canadian economy. Correcting the situation means responsibility at every level.

Organized labour's views were given by John W. Bruce, OBE, General Organizer, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. Mr. Bruce, 84 years "young," is still active in the union movement.

Speaking from 65 years experience in the labour movement, Mr. Bruce said that "man, as an industrial unit in modern society, has a relative value from youth to old age, and the arbitrary setting by any agency of an age limit on usefulness is entirely erroneous." He believed trade unions were conscious of the social and economic problem of the older worker and had developed plans in agreement with employers in some industries which had been partially effective in helping older workers where there had been some regularity of employment.

Cecil G. White, Senior Actuary in the Department of Insurance at Ottawa, spoke on the need for the preservation of pension credits of employees who change jobs. He pointed out that many employers may be unwilling to hire an older worker who has no pension credits from previous employment.

"Quite naturally, these employers wish to avoid the embarrassment and bad public relations that may arise if they should be obliged to retire such an employee before he has had time to earn an adequate pension."

Mr. White urged employees who were leaving jobs to consider carefully, wherever possible, the advantages that might accrue by taking any pension rights in the form of a deferred pension rather than taking a cash return of contributions.

Ian Campbell, National co-ordinator, Civilian Rehabilitation, and Chairman of the federal Interdepartmental Committee on Older Workers, opened the series.

In attempts to minimize the problem of the older worker, Canada was fortunate in one respect, he said. Recent studies had shown that the rate of aging of the population had slowed down in recent years due to high birth and immigration rates.

This means that although the actual numbers in the older age groups will continue to increase, their proportion in relation to the rest of the population will likely remain steady for the next fifty years, or at least advance much more slowly than in the first half of this century. With this trend in prospect, Canada's older worker problem may be kept within manageable proportions.

Mimeographed copies of all five talks are available free of charge from "Canada at Work," Department of Labour, Ottawa.

Jewish Vocational Service, Toronto

Last year JVS, which concentrates on groups and individuals with special needs or problems, aided more than 2,000 persons in Toronto by means of an integrated program of vocational counselling, selective job placement, and rehabilitation.

In 1958 the Jewish Vocational Service at Toronto aided more than 2,000 persons in the metropolitan area of that city by means of an integrated program of vocational counselling, selective job placement and rehabilitation.

The Service reports that it makes no attempt to meet the vocational needs of the total community but concentrates its attention on individuals and groups with special needs or problems in formulating career objectives, finding employment, and adjustment to work.

During last year the Service's work was centred mainly around four groups: vocationally handicapped workers, young people, mature workers, and new Canadians.

With the vocationally handicapped, the Service says that in recent years it has placed emphasis upon assessing the work potential of people in this group and on improving their capacity to adjust to work situations. It does not look upon conventional vocational training as the major weapon in rehabilitating the handicapped, believing that a prior requirement of many such individuals is learning to tolerate the stresses and strains of work and to assume the role of a worker as defined by our society.

The JVS operates a rehabilitation workshop, equipped with workbenches and tools, even a time-clock. Most of those learning to work in the workshop have been in mental hospital. In the shop they do bottling, packaging, mailing and assembling under contract for local businesses. They are paid an hourly wage.

Vocational rehabilitation services available from JVS are different from those available elsewhere; there is no conflict with or duplication of other services. The Service is non-denominational; about half the clients are not Jewish.

About 36 per cent of the Service's clients in 1958 were under the age of 25. These young people came for career guidance, employment counselling and help in finding the correct job. Last year 32 per cent of the people placed were under the age of 25.

Slightly more than 30 per cent of the Service's clients in 1958 were over 40 years of age and 15 per cent were over the age of 50.

In counselling the mature worker as an individual the JVS reports that it aids the person in assessing his capabilities and job prospects realistically, bolsters his morale and self-esteem while out of work, guides him in preparing for the job interview, encourages him to continue seeking work despite rejection at the personnel office, and refers him to available job openings. Last year 41 per cent of the people placed by the Service were over 40 and about 15 per cent were over 50.

About 50 per cent of the clients in 1958 were new Canadians who had lived in Canada fewer than 18 months. These people required jobs and, in order to hold jobs, they needed help in understanding and adjusting themselves to a new kind of work life.

In helping new Canadians make a successful job adjustment, the Service's role has been three-fold: (1) to acquaint them with the realities of work in Canada, (2) to place them on jobs related to their training and potentialities, (3) to assist them in advancing themselves and in coping with on-the-job adjustment problems. In 1958, the Service made more than 500 placements of persons who had recently arrived in Canada.

* * *

H. A. Meilleur, General Manager of the *Société Amicale des Aveugles* (Friendly Society for the Blind), has been named a Director of the American Federation of Catholic Workers for the Blind. The appointment is in recognition of the work done through the province of Quebec by the Society and Mr. Meilleur, who is himself blind.

The *Société Amicale* is a 26-year-old organization which provides social services for the blind, produces special braille literature and aids in marketing articles made either by the blind or for exclusive sale by the blind. It also makes available special equipment such as braille typewriters, clocks, rulers, and games.

The Teen-Aged Girl in Employment

Study by Quebec organization for young working girls provides information about plight of those who leave school lacking training and have to take any job open

A recent study* by *la Jeunesse Ouvrière Catholique Féminine*, an organization serving young working girls in Quebec province, has provided information about the plight of teen-aged girls who, having left school without any vocational training and with scant educational background, have had to take whatever jobs they could find.

In the course of the inquiry, 750 girls between the ages of 14 and 17 (the average was 16 years) in some 30 Quebec cities and in the environs of Moncton, N.B., were asked when and at what grade they had left school, how they found a job and about the conditions of their work, including wages and hours, and their leisure pastimes.

Three-fifths of girls interviewed had left school at the age of 15 years, having completed elementary school only. Almost half of them were doing factory work; about one-quarter were in domestic service, 13 per cent worked in stores and the others in hospitals and offices.

Half of them do not like their jobs. Many keep changing in the hope of finding more congenial work; 38 per cent of the group had had from two to five jobs since first entering the labour force. About a third said their work was too hard and the hours too long. Forty per cent would have liked work that would have required more education.

Some 30 per cent of the girls said that they had been bored in school; but more than two-thirds (67.8 per cent) had left for financial reasons. Most of these belonged to large families and had four or five brothers and sisters still in school. The cost of sending them on to high school was more than their parents could afford. Not only would there be fees to be paid; clothing, transportation and meals away from home would have to be provided for.

Then, too, struggling along on a meagre income, their parents welcomed the help of an additional wage. Forty-nine per cent of the girls in the inquiry turned their wages over to their families, while 41 per cent paid for their board, an average amount of \$9.02 per week. Their wages averaged \$21.58 per week. Most of them worked a nine-hour day.

**L'adolescente ouvrière*, published by Secrétariat national JOCF, 1019 rue Saint-Denis, Montreal.

A considerable proportion, especially in the smaller centres, had been employed without the required permits. These girls were not only learning to live with evasion of the law but also were in constant fear of losing their jobs.

On the whole, their working associates are adults whose conversation and expectations of life are by no means a helpful influence. Their leisure is spent aimlessly because they have lacked stimulus and opportunity to develop hobbies or special interests. Many were too tired at night to do anything but watch television; others were already "going steady" at the ages of 13 and 14, and frequenting cheap bars and restaurants.

These girls are typical of many adolescent working girls, not only in Quebec but in other parts of Canada as well. But, the JOCF points out, because of the lower school-leaving age in Quebec (14 years) the problem is more acute there. (For the same reason, the girls in the JOCF survey may be younger on the average than similar groups in other provinces.)

The 1951 Census found that in the whole of Canada, 34 per cent of the population in the 14-17 age group were not in school but that in Quebec, 47.5 per cent of that age group had left school.

The "birth-rate bulge" of the war years is beginning to be reflected in an increased number of new entrants to the labour force and a corresponding growth of the perennial problem of the school-leaver.*

The JOCF and other voluntary organizations, both religious and secular, are not only studying the problem but endeavouring to develop educational and recreational activities for working young people.

This year's International Labour Conference gave particular attention to the subject of juvenile employment. A panel of consultants is to be set up to study the problems of young workers on a worldwide basis and make recommendations for their solution. The Conference further suggested various means of approach to this extensive inquiry for early consideration of the ILO Governing Body.†

*See "'School-Leavers' in the Labour Force," LAROUR GAZETTE, May, p. 462.

†International Labour Office, *Industry and Labour*, Vol. XXII, Nos. 1-2, 1-15 July 1959.

50 Years Ago This Month

At its 25th annual convention, Trades and Labour Congress of Canada expressed disapproval of "aggressive warfare" and expenditures for defence. Delegates, numbering 124, represented 22 trades and labour councils and 70 local unions

Militarism was one of the leading subjects of discussion at the 25th annual convention of the Trades and Labour Congress of Canada, which was held on September 20-24, 1909, in Quebec City.

The Congress, which held its meetings in one of the committee rooms of the Provincial Legislature, was welcomed by Sir Lomer Gouin, Premier of Quebec, and Sir George Garneau, Mayor of Quebec. Another speaker at the opening session, "by special invitation of the Executive Committee"—according to the *LABOUR GAZETTE* of October, 1909—was Hon. W. L. Mackenzie King, Dominion Minister of Labour.

It was reported that 124 delegates were entitled to sit at the convention, of whom 34 represented 22 trades and labour councils and 90 represented 70 trade unions.

In its report, the Executive Council favoured a strong stand against the introduction of military training in the schools and against the expenditure of large sums of money for military purposes—a movement that the Council said was supported by "a small minority". It recommended that, in the words of the *LABOUR GAZETTE*, "the Congress take the lead in calling a convention of all peace-loving citizens in Canada for the purpose of presenting to Parliament the views of those opposed to the movement."

The resolution on this subject that was finally passed by the convention did not go as far as the Executive Committee had wished. The resolution expressed the Congress's "disapproval of aggressive warfare," recommended discussion of the subject by all union bodies "with the view of being in a position to discourage the same," authorized "the Executive of the Congress to act as a special peace committee in the event of the call of any peace conference in Canada," and recommended the taking of a referendum by the Dominion Government "before any expense is incurred for defence".

In the preamble the Congress expressed the belief that:

"...the day of peace will dawn when the wage-earners of all lands will have decided that they have nothing to gain by fighting each other and that life to the wage-earner is of greater import to himself and those depending upon him than is the

gain of selfish and ruling governments..."

Another lengthy resolution expressed admiration for the United Mine Workers in connection with the strike of miners employed by the Dominion Coal Co. at Glace Bay, N.S., and condemned the Provincial Workmen's Association for refusing to join the UMW in the strike.

Other resolutions included one which criticized "the abuses of the bonus system" as applied to immigration, and "more particularly with regard to the Salvation Army methods". Another resolution urged "That this Congress use its influence to procure proper protection for Canadian workers against the horde of Japanese coolies that have been flooding our country for the past 10 or 15 years."

A number of resolutions were passed which asked for amendments to existing laws or the enactment of new ones. Changes asked for included: the enactment of an eight-hour day for shop assistants and the restriction of Sunday work by street railway employees to eight hours, abolition of property qualifications and deposits in elections, reduction in hours of work in factories in the province of Quebec, "that the Government of Ontario be requested to prohibit the sale or purchase of any second-hand bottle or jar, and also the sale of any merchandise put in any second-hand bottle or jar"; "provincial legislation providing for the removal of old wall paper before new is put on," appointment of a fair wage officer in each province, the maintenance of employment bureaus by municipalities in cities of 75,000 or more, a law to enforce the provision of one day's rest in every seven for street railway employees, and that employers be required to pay their employees at least every 14 days and in current coin.

The Congress's financial statement showed receipts of \$7,899.47 and expenditure of \$6,667.74. The directly affiliated membership was reported to be 36,071, and the membership of chartered trades and labour councils to be more than 100,000.

"As illustrative of the growth of the Congress," the *LABOUR GAZETTE* said, "it was stated that when the convention previously met in Quebec, in 1896, the revenue was \$255.26, and the membership about 3,000."

TEAMWORK in INDUSTRY

The Labour-Management Co-Operation Committee at Aircraft Industries of Canada Limited, St. Johns, Que., was formed in January 1957. The company, which employs 300, is engaged in the repair, overhaul and maintenance of aircraft. Local 4575 of the United Steelworkers of America (CLC) is the bargaining agent.

Reflecting on the group's achievements since that time, Managing Director J. H. Lucas remarked:

"There is a spirit of genuine co-operation between labour and management at the committee level but it is up to all of us to sell the benefits of this co-operation to all our employees.

"I will not be satisfied until we are deluged with suggestions aimed at improved efficiency, better relations, better communications and more effective action on problems. The industrial worker is our greatest asset. It is from him or her that we seek help in making AIC a better place in which to work."

Chairmanship of the committee alternates monthly between Mr. Lucas and Ivan Vachon, international representative of the Steelworkers. Every six meetings, one labour member is replaced by a new member.

Explained Personnel Manager T. D. Lord: "This arrangement helps to extend the committee's influence, publicizes its activities to the broadest possible employee audience, and provides every department and section with a recurring opportunity to make a positive contribution to our joint progress in labour-management co-operation."

Committee decisions are immediately tested in the hangars and shops by the employees who reported the problems in the first place. If a solution works, it will be retained in use; otherwise the problem goes back to the committee for a further buffeting.

Labour and management at Aircraft Industries have learned that production snags are solved by a combination of human experience, ingenuity and co-operation. And they have proved to each other that the most promising way to utilize the strength of that combination is through the pooled effort of joint consultation.

All profits earned by the canteen at the Naugatuck Chemicals Division of the

Dominion Rubber Company in Elmira, Ont., are returned to employees in the form of recreational and social activities sponsored by the Labour-Management Committee.

The committee, which comprises representatives from management and District 50 of the United Mine Workers, hires its own staff and controls the stocking and running of the canteen.

During a recent 12-month period the committee spent more than \$2,600 on a series of leisure time events ranging from lawn bowling and photography contests to summer picnics and corn roasts. Some 225 employees at Naugatuck thus contribute to a year-round entertainment program every time they spend a dime for a cup of coffee or a glass of milk.

* * *

High praise has been accorded the Union-Management Co-Operative Movement System Committee of the Canadian National Railways by a Canadian vice-president of the Brotherhood of Maintenance of Way Employees, Charles Smith.

In a recent address, Mr. Smith remarked: "These are difficult times for the railway industry, with management's problems of finding means of increasing revenue and meeting competitive forms of transportation, and labour's problems of adjusting to automation. But... the co-operative movement provides the ideal forum for frank expression of ideas and the opportunity to develop a feeling of partnership for the welfare of both management and labour."

Retiring CNR foreman Fred A. MacNevin described the company's labour-management relations as "a model for other industries." Mr. MacNevin was at one time chairman of the federated trades for the CNR system and has been active in union work since his first job as apprentice machinist 46 years ago.

"In all my years of CNR service there has been a good relationship between the company and the unions," said Mr. MacNevin. "We were always able to work out our differences by compromise, by a spirit of give and take on both sides."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August. The Board issued four certificates designating bargaining agents, and rejected four applications for decertification. During the month the Board received sixteen applications for certification and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of stevedores employed by the Canadian National Railways at Mulgrave, N.S. (L.G., July, p. 719).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of stevedores employed by the P.E.I. Produce Company Limited at Mulgrave, N.S. (L.G., July, p. 719).

3. United Steelworkers of America, on behalf of a unit of production employees of Consolidated Denison Mines Limited, Sprague, Ont. The International Union of Mine, Mill and Smelter Workers (Canada) intervened (L.G., Sept., p. 912).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of typewriter mechanics employed by the Canadian National Railways in its stationery stores at Winnipeg (L.G., Sept., p. 914).

Applications for Certification Rejected

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, applicant, and R. M. Williams, Yellowknife, N.W.T., respondent (L.G., July, p. 717). The application was rejected for the reason that it was not supported by a majority of the employees in the representation vote ordered by the Board.

2. International Union of Operating Engineers, Local 796, applicant, Northspan

Uranium Mines Limited, Elliot Lake, Ont., respondent, International Union of Mine, Mill and Smelter Workers, intervener, and United Steelworkers of America, Local 5798, intervener (L.G., June, p. 611) (*See reasons for judgment below*).

3. Kitimat, Terrace and District General Workers Union, Local No. 1583 (CLC), applicant, and The Bank of Nova Scotia, Kitimat Branch, respondent (L.G., June, p. 612). (*See reasons for judgment below*).

4. Canadian Merchant Service Guild, Inc. (Eastern Branch), applicant, and McAllister Towing Ltd., Montreal, respondent (L.G., Sept., p. 913). The application was rejected for the reason that, in the circumstances of this case, masters were not considered by the Board to be employees within the meaning of the Act, and that, in respect of the mates affected, the applicant did not have a majority as members in good standing.

Applications for Certification Received

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugboats operated by Young & Gore Tugboats Ltd., Vancouver. (Investigating Officer: D. S. Tysoe).

2. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW), on behalf of a unit of operations employees of Air France, Montreal. (Investigating Officer: C. E. Poirier).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees in the Accounting Department of the Canadian Pacific Railway Company at Vancouver. (Investigating Officer: C. E. Poirier).

4. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by Island

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Tug and Barge Limited, Vancouver. (Investigating Officer: D. S. Tysoe).

5. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Asbestos Transport Limited, Asbestos, Que., operating in and out of its terminals in Quebec and Ontario (Investigating Officer: Rémi Duquette).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by the Canadian Tug Boat Co. Ltd., New Westminster, B.C. (Investigating Officer: D. S. Tysoe).

7. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard vessels operated by the Griffiths Steamship Co. Ltd., Vancouver. (Investigating Officer: D. S. Tysoe).

8. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by the Gulf of Georgia Towing Co. Ltd., Vancouver. (Investigating Officer: D. S. Tysoe).

9. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by Nanaimo Towing Co. Ltd., Nanaimo, B.C. (Investigating Officer: D. S. Tysoe) (later withdrawn, *see* below).

10. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs and barges operated by Vancouver Tug Boat Co. Ltd., Vancouver. (Investigating Officer: D. S. Tysoe).

11. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard vessels operated by F. M. Yorke & Son Ltd., Vancouver. (Investigating Officer: D. S. Tysoe).

Scope and Administration of Industrial

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and, international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

Relations and Disputes Investigation Act

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

12. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by Terminus Maritime Inc., at the Port of Quebec (Investigating Officer: Rémi Duquette).

13. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of machine operators employed by West Coast Stevedoring Co. Ltd., Vancouver. (Investigating Officer: D. S. Tysoe).

14. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard towboats operated by Kingcome Navigation Co. Ltd., Vancouver. (Investigating Officer: G. H. Purvis).

15. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs operated by the M. R. Cliff Tugboat Co. Ltd., Vancouver. (Investigating Officer: G. H. Purvis).

16. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard tugs operated by Great West Towing and Salvage Ltd., Vancouver. (Investigating Officer: G. H. Purvis).

Applications for Certification Withdrawn

1. International Longshoremen's and Warehousemen's Union, Local 510, applicant, and the Shipping Federation of British Columbia, representing ship owners, agents, and stevedoring companies, respondents (first aid attendants) (L.G., Sept., p. 913).

2. International Union of Operating Engineers, Local 115, applicant, and Ken Magehey Construction Co., Whitehorse, Y.T., respondent (L.G., Sept. p. 914).

3. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Nanaimo Towing Co. Ltd., Nanaimo, B.C., respondent (received during month, see above).

Reasons for Judgment in Certification Application affecting International Union of Operating Engineers, Local 796 and Northspan Uranium Mines Limited and International Union of Mine, Mill and Smelter Workers (Canada) and United Steelworkers of America, Local 5798

The applicant applies to be certified as bargaining agent of a unit of employees of the respondent consisting of all hoist operators employed by the respondent at its properties in Elliot Lake, Ont.

There are 18 employees in the proposed bargaining unit of whom 10 are reported by the Board's investigating officer to be members in good standing of the applicant. The applicant claims that this unit is an appropriate craft unit falling within Section 8 of the Industrial Relations and Disputes Investigation Act, by reason of which the employees are claimed to be distinguishable from the employees as a whole, and that the applicant union is a trade union pertaining to such craft.

The respondent and the interveners contend that this group is not a craft group, in the sense that, for example, operating engineers or machinists are members of craft groups, and that they do not exercise

craft or technical skills in the true sense of the term although they require experience and ability beyond the average.

These hoistmen are drawn in the natural course of promotion from the ranks of the production unit for which the Canadian Labour Congress Local 1554 was certified as bargaining agent by the Board in October, 1958—usually by way of promotion from cage tender or skip tender, shaft inspector or rigger and must be fully familiar with the mine shaft in order to operate the hoists properly.

These employees do not undergo any formal type of training nor are they required to hold provincial government licenses. They operate under safety regulations of

The Board consisted of C. R. Smith, QC, Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, A. R. Mosher and G. Picard, members.

the provincial Department of Mines. There is no relationship between the experience and skill required in hoist operation and the work skills and training required of operating engineers.

The applicant was unable to advise the Board of any instances in which a unit of this type has received recognition or certification as a craft unit elsewhere in mining operations in Canada.

The Board is of opinion that a case has not been made for the recognition of this group as a craft unit under the provisions of Section 8 of the Act, nor for the establishment of a bargaining unit comprising employees in this single classification separate and apart from the bargaining unit that has been previously established and approved by the Board as appropriate for collective bargaining in this mining operation, and which includes employees in the classifica-

tion of hoist operator. Accordingly, the application is rejected.

(Sgd.) C. RHODES SMITH,
for the Board.

for the Applicant

D. Melnyk, Esq.

John Wedge, Esq.

Clifford Ilton, Esq.

for the Respondent

Alex Harris, Esq.

J. E. Moyle, Esq.

for the International Union of Mine, Mill
and Smelter Workers (Canada)

Harvey Murphy, Esq.

Wm. Longridge, Esq.

R. Spiers, Esq.

G. Theriault, Esq.

for the United Steelworkers of America

J. H. Osler, Q.C., Esq.

Ontario Mancini, Esq.

Dated at Ottawa, August 11, 1959.

Reasons for Judgment in Certification Application affecting Kitimat, Terrace and District General Workers' Union, Local 1583 and

The Bank of Nova Scotia, Kitimat Branch

This is an application for certification as bargaining agent for a unit of employees of the Respondent, described in the application as "tellers, clerks, ledgerkeepers and stenographers at Kitimat, B.C." There are only three persons for whom certification is sought, the other two members of the staff at this branch of the Bank, *viz.*, the manager and the chief clerk, being excluded. The Respondent classifies the employees covered by the application as teller, ledgerkeeper and clerk-typist, and contends that the chief clerk should be included in any bargaining unit of branch employees.

The Board's decision turns entirely on the appropriateness or otherwise of a bargaining unit limited to employees at this small, rather isolated, branch of the Bank. On this question, the Respondent's written reply to the application, together with information given to the Board's investigating officer and the evidence submitted on its behalf at the hearing of the matter by the Board on August 11, 1959, may be summarized as follows:

The Board consisted of C. Rhodes Smith, Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, A. R. Mosher and G. Picard, members. The judgment was delivered by the Chairman.

1. The Bank of Nova Scotia carries on its business on an integrated nation-wide basis throughout its 503 branches in Canada. The head office of the Respondent and its British Columbia division office exercise close control and direction over the business operations of all branches.

2. Staff matters are subject to approval or decision of the division office, as are other administrative matters.

3. The employees engaged by the Bank in its various branches are covered by uniform personnel policies and are subject to common conditions of employment.

4. The Bank has an established practice of transferring employees between branches. Generally speaking, a male employee is transferred to fill a vacancy, advance his training, broaden his experience or provide promotion or advancement. An employee is not normally promoted within a branch, but is given a more responsible position in another branch. With new branches being opened and expanding staffs, there is considerable transferring of male employees. A male employee is not left in an isolated branch too long. Transfer is usually to another branch in the British Columbia division, but may be to a branch in any other division. In practice a transfer to a

branch in another division is infrequent. Female employees are hired locally. To a large extent they are married women or if not married are not interested in a long-term business career. They are not transferred to the same extent as male employees, but the Bank endeavours to effect transfers for female employees who request them.

Since the Kitimat branch was opened in May 1956, there have been 21 different persons who from time to time have occupied the four positions at this branch below the manager, 13 of these 21 being engaged through transfers from other branches of the Bank.

On the basis of the foregoing the Bank contends that the bargaining unit applied for is not appropriate and submits that the appropriate unit for collective bargaining is comprised of all of its personnel coming within the meaning of "employee" as defined in the Industrial Relations and Disputes Investigation Act.

The Applicant contends that the unit applied for is appropriate and submits that the following points support its position:

1. The proposed unit includes only the three female employees, who are local residents with family connections in Kitimat. The Bank procedures for transfer and promotion are not applied to such employees.

2. The Kitimat branch functions independently of other branches, with all branches responsible to the British Columbia division office.

3. There is extensive union organization at Kitimat, and bank employees should not be denied the benefits of such organization.

4. The applicant local functions only in the Kitimat and Terrace areas, and thus if employees are to have the right to be represented by the union of their choice, the Kitimat employees would have to be recognized as an appropriate unit.

5. It is quite normal for employees of a branch office to comprise a separate bargaining unit, even in railway operations.

In connection with point 1 it appears that one of the three female employees covered by the application had submitted her resignation on March 19, which became effective on April 1, the day after that on which the application is dated, March 31, 1959. Further, she has been replaced by a male employee transferred from another branch. From these facts it appears that the Bank's transfer procedures were applied in this instance and affected the unit. Another of the three resigned effective July 31, 1959, and has been replaced by a female employee recruited locally. Still another development is that in July two

local young men have been hired as trainees. They will be transferred shortly to other branches.

In connection with point 2, though the evidence is not complete enough for a valid comparison to be made with other industries it does establish that a high degree of supervision and control is exercised by the British Columbia division office and head office of the Bank. This is particularly true of personnel changes. Counsel for the Respondent stated that all staff changes emanate from the head office of the Bank in Toronto, and that all personnel practices and functions and conditions of employment for the Bank are established at head office, and are uniform from coast to coast, including fringe benefits. All these matters are centralized and integrated at head office.

All resignations are required to be made to the general manager of the Bank at head office.

The evidence in connection with points 1 and 2 makes it unnecessary to discuss the remaining three points of the Applicant's submission.

One further circumstance appears to the majority of the Board to be important in relation to the appropriateness of the proposed bargaining unit, namely, the likelihood of it being a viable unit. The facts that the proposed unit comprises only 3 employees (or 4 if the chief clerk were to be included) in one small isolated branch of a Bank which has thousands of similar employees in over 500 branches, that the branch does not control changes in its staff personnel, that there is a rapid turnover in the staff of the branch, in large measure as a result of transfers under the Bank's uniform integrated policy, make the proposed unit, in our opinion, inappropriate for collective bargaining. These facts also indicate that it is most unlikely that such a unit would have any real prospect of functioning effectively.

The Board rejects the application for the foregoing reasons, deeming the proposed bargaining unit to be inappropriate. Because of its decision on the question of the appropriateness of the unit, it has not found it necessary to reach a decision on any other issues, e.g., the inclusion or exclusion of the chief clerk.

While this application is rejected the Board deems it advisable to state that this decision must not be taken as indicating that the Board agrees with the Respondent's contention that the appropriate bargaining unit must be a nation-wide unit of employees of the Bank. The present decision rests on and is applicable only to its own particular

facts. The Board points to the facts that this is the first application with which it has had to deal concerning bank employees, and that employees of Canadian banks have hitherto not been organized by trade unions for collective bargaining. The Industrial Relations and Disputes Investigation Act applies to banks and their employees, and the Board will consider all applications concerning bank employees, with the purpose of giving effect to the intent of the Act. It may well be that units of some of the employees of a Bank, grouped together

territorially or on some other basis, will prove to be appropriate, rather than a nation-wide unit.

(Sgd.) C. RHODES SMITH,
for the Board.

for the Applicant

Maurice W. Wright, Esq.
Jos. McKenzie, Esq.

for the Respondent

R. V. Hicks, Esq., Q.C.
K. London, Esq.
R. Boyle, Esq.

Dated at Ottawa, September 11, 1959.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Goodwill Trucking Limited, Vancouver, and Local 605, Line Drivers, Warehousemen, Pickup Men and Dockmen's Union (sleeper cab employees) (Conciliation Officer: D. S. Tysoe).

2. Milliken Lake Uranium Mines, Elliot Lake, and United Steelworkers of America (Conciliation Officer: F. J. Ainsborough).

3. The Bessborough Hotel (Canadian National Hotels, Limited), Saskatoon, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove).

4. The Fort Garry Hotel (Canadian National Hotels, Limited), Winnipeg, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove).

5. Chateau Laurier Hotel (Canadian National Hotels, Limited), Ottawa, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove).

6. The Charlottetown Hotel (Canadian National Hotels, Limited), Charlottetown, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove).

7. Jasper Park Lodge (Canadian National Hotels, Limited), Jasper, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: H. R. Pettigrove).

8. Hotel Vancouver (Vancouver Hotel Company, Limited), Vancouver, and Canadian Brotherhood of Railway, Transport

and General Workers (Conciliation Officer: G. R. Currie).

9. J. Sherman and Sons, Leamington, and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

10. Robin Hood Flour Mills Limited, Humberstone, Ont., and Local 416, United Packinghouse Workers of America (Conciliation Officer: F. J. Ainsborough).

11. Northern Alberta Railways Company, Edmonton, and Brotherhood of Railroad Trainmen and Order of Railway Conductors and Brakemen (Conciliation Officer: J. S. Gunn).

Settlements Reported by Conciliation Officers

1. Canadian Stevedoring Company Limited, Vancouver, and International Longshoremen's and Warehousemen's Union, Local 512 (Conciliation Officer: G. R. Currie) (L.G., Aug., p. 831).

2. Commercial Cable Company Limited, SS John B. Mackay, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: C. E. Poirier) (L.G., Aug., p. 831).

3. Radio Station CHRC Limited, Quebec, and National Association of Broadcast Employees and Technicians, Region No. 6 (Conciliation Officer: R. Duquette) (L.G., Aug., p. 831).

4. Northspan Uranium Mines Limited (compressor operators), Elliot Lake, and International Union of Operating Engineers, Local 796 (Conciliation Officer: F. J. Ainsborough) (L.G., July, p. 720).

5. Goodwill Trucking Limited, Vancouver, and Local 605, Line Drivers, Warehousemen, Pickup Men and Dockmen's Union (sleeper cab employees) (*see above*).

Conciliation Boards Appointed

1. Algom Uranium Mines Limited, and District No. 6, United Steelworkers of America (L.G., Sept., p. 915).

2. Pronto Uranium Mines Limited, and District No. 6, United Steelworkers of America (L.G., Sept., p. 915).

3. Northspan Uranium Mines Limited (office and technical employees), Elliot Lake, and United Steelworkers of America, Local 581 (L.G., Aug., p. 831).

4. Consolidated Denison Mines Limited (office and technical employees), Spragge, and United Steelworkers of America, Local 5815 (L.G., Aug., p. 831).

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in June to deal with a dispute between H. W. Bacon Limited, Toronto, and Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Aug., p. 832) was fully constituted in August with the appointment of His Honour Judge Walter Little, Parry Sound, Ont., as Chairman. Judge Little was appointed by the Minister on the joint recommendation of the other two members,

S. E. Dinsdale and Melrose Kerr, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Reports Received

1. Canadian Pacific Railway Company (Dining, Cafe and Buffet Car Employees) and Brotherhood of Railroad Trainmen (L.G., Sept. 1958, p. 981). The text of the report is reproduced below.

2. Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen (L.G., July, p. 720). The report submitted by the Board is an interim report and the recommendations relate only to the issues in dispute affecting the Eastern Region operations of the Company. The Board will submit its final report in due course with respect to the dispute as it affects the Prairie and Pacific Regions. The interim report is reproduced below.

Settlements Reached following Board Procedure

1. Trans-Canada Air Lines, Limited, Montreal, and Canadian Air Line Pilots Association (L.G., Sept., p. 921).

2. Quebec North Shore and Labrador Railway Company and Brotherhood of Railroad Trainmen (L.G., Sept., p. 926).

Report of Board in Dispute between Canadian Pacific Railway Company (Dining, Cafe and Buffet Car Employees) and Brotherhood of Railroad Trainmen

Your conciliation board established under the Industrial Relations and Disputes Investigation Act pursuant to a request of the Brotherhood of Railway Trainmen representing the dining, cafe, and buffet car employees employed by the Canadian Pacific Railway, consisting of the Honourable A. W. Roebuck, representing the employees, and John W. Long, QC, representing the Company, with His Honour Judge J. C. Anderson as Chairman, met with the parties in Toronto on October 15, 1958 and in Toronto on December 10, 1958 and in Ottawa on January 26, 1959 and in Ottawa on April 28, 1959.

At all these meetings the dining car employees were represented by:

Mr. Cecil Burningham, General Chairman; Mr. Frank A. Collin, Vice-President of the Brotherhood of Railway Trainmen;

During August, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the Brotherhood of Railroad Trainmen and the Canadian Pacific Railway Company (dining, cafe and buffet car employees).

The Board was under the Chairmanship of His Honour Judge J. C. Anderson, Belleville, Ont., who was appointed by the Minister on the joint recommendation of the other two members, J. W. Long, QC, Montreal, and the Honourable A. W. Roebuck, Toronto, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Long. The minority report was submitted by the Honourable A. W. Roebuck.

The majority and minority reports are reproduced here.

Mr. C. W. Stanley, Statistician; Mr. D. M. Paltiel, Economist; Mr. John Brown, Member; Mr. M. M. Giceluk, Member; Mr. William Hirst and Mr. Roger Binett, Members.

The Company was represented by:

Mr. Thomas James, Manager, S.D. & P.C. Department, Montreal; Mr. M. H. Chalmers, Assistant Manager, S.D. & P.C. Department; Mr. P. E. Bernard, Supervisor of Costs; Mr. J. A. Carr, Supervisor of Research, Department of Personnel.

The matters originally in dispute before the board are outlined in the Brotherhood's letter of 28th March, 1958 as follows:

1. That wage rates, however established applicable to hours and overtime, be increased by twenty-five per cent (25%) effective June 1, 1958.
2. Effective January 1, 1959, the Canadian Pacific Railway Company shall contribute an additional \$8.50 (eight dollars and fifty cents) per employee per month, for one year, for the purpose of improving health and welfare plans in effect as may be mutually agreed.
3. Vacations with pay shall be on the following basis:
 - 1 year of service—6 days—2% of previous year's gross annual earnings.
 - 2 years of service—12 days—4% of previous year's gross annual earnings.
 - 10 years of service—18 days—6% of previous year's gross annual earnings.
 - 15 years of service—24 days—8% of previous year's gross annual earnings.

However, vacation with pay shall in no case be less than that provided for under the current agreement as revised in accordance with the general increase in rates.

4. The number of paid statutory holidays shall be increased to eight by the addition of Remembrance Day.

5. The principle of severance pay shall be recognized and established.

The Canadian Pacific Railway Company shall set aside four cents (4¢) per hour per employee for severance pay, to be allocated among employees whose services are being terminated on a basis of amounts and years of service to be mutually agreed upon.

6. Work normally performed by employees herein represented, or similar work which by past practice has been performed by them, shall not be contracted to be performed by other than these employees.

7. That one hundred and seventy-six (176) hours or less, in assigned service, shall constitute a basic month's work. Hours in excess of one hundred and seventy-six (176) and up to one hundred and ninety-two (192) will be paid at pro rata rates.

Hours in excess of one hundred and ninety-two (192) shall be paid for as overtime at the rate of time and one-half the pro rata rate on the actual minute basis to the nearest fifteen (15) minutes.

8. Two week pay period, i.e., issuance of pay cheques every second Thursday.
9. Improvement in the sleeping accommodation aboard trains.

The Board heard voluminous briefs submitted by the Brotherhood of Railway Trainmen on behalf of the dining car employees, and briefs of the Canadian Pacific Railway S.D. & P.C. Department covering all of the issues in dispute.

The board spent many hours discussing the issues with the parties in an attempt to conciliate them; but was not successful and hence the necessity of this Report.

Generally speaking, the Company took the position that the employees represented before this board should accept the same settlement as the non-operating employees and, as the Canadian National Railway dining car employees were part of the non-operating group, that these employees should accept the same settlement as the dining car employees on the Canadian National Railways accepted as part of the non-operating group. The employees in the group represented before this board number approximately seven hundred (700) and are less than one per cent (1%) of the total railway employees of the Canadian Pacific. And the Company's argument was that the total employees of the Company have to be closely related to the pattern developed for the major groups of railway employees in the matter of wages and other conditions of employment.

The Brotherhood, on the other hand, takes the position that it has been certified as the bargaining agent for the employees before this board and that they have the responsibility to bargain on behalf of their own membership and that there is no reason why they should have the pattern of other organizations foisted upon them.

1. Wage Rates:

The wage increases asked for by the Brotherhood amount to twenty-five per cent (25%) effective June 1, 1958. A great deal of material was submitted on behalf of the Brotherhood in an attempt to show that the employees in this unit had fallen far below other employees in the country generally; and also in the other branches of the railway in particular. On the other hand, the Company attempted to establish that the wage rates of these particular employees had kept pace with the improve-

ment of wage rates of other railway employees.

Without attempting to analyze the evidence for and against the union's position, the board, having taken all the arguments into consideration on the question of wages, makes the following recommendation:

There should be granted an increase of four cents (4¢) per hour effective June 1, 1958 (or at the employees option), three per cent (3%) increase effective June 1, 1958; a further three per cent (3%) increase effective February 1, 1959; and a further three per cent (3%) increase effective September 1, 1959. And if the parties desire a further year's extension of the contract, such extension should provide a further and additional increase of one-and-a-half per cent (1½%) for the final year of the contract.

2. Improved Health and Welfare

The second request of the Brotherhood is that effective January 1, 1959 the Canadian Pacific Railway should contribute an additional \$8.50 (eight dollars and fifty cents) per employee per month for one year for the purpose of improving the Health and Welfare Plans in effect as may be mutually agreed. In the "Non-Ops Settlement" an increase in the amount paid for the Health and Welfare Plan was granted, increasing the amount from \$4.25 (four dollars and twenty-five cents) to \$4.87 (four dollars and eighty-seven cents) per employee per month.

It is recommended by the Board that a similar increase in the amount paid for Health and Welfare Plan be granted to these employees.

3. Vacation with Pay

A good deal of material submitted by both the Brotherhood and the Company related to the issue of vacation with pay. The Company recognizes there must be an improvement in the vacation-with-pay provisions of the contract to correspond with the present legislation found in the Annual Vacations With Pay Act, Chapter 24 of the Statutes, 1957-58. The Company has already offered four weeks after thirty-five (35) years of service to the Brotherhood of Railway Trainmen.

Your board is of the opinion that in addition to the improvements now provided by law in the Annual Vacations With Pay Act, the new contract should include a clause granting to the employees before this board, twenty-four days vacation after thirty-five years of service; and that this clause should be written into the contract effective from June 1, 1958. In all other

respects the board recommends the provisions in the last contract relating to vacations with pay be carried forward in the new contract.

4. Statutory Holidays

Your board does not see fit to recommend any increase in the number of statutory holidays.

5. Severance Pay

While severance pay is highly desirable, it is costly and is still unusual in Canadian industry. Because of the cost feature and not because of the lack of desirability your board is unable to make any recommendation in respect to the demand for severance pay.

6. Contracting Out

The request of the Brotherhood that work normally performed by employees or similar work which by past practice has been performed by them shall not be contracted to be done by other than these employees; this amounts to a request that the status quo with regard to work of these employees be maintained. The Company takes the position that this is a fundamental issue and that they must have the management right to manage their business as they see fit in the circumstances. However, they did intimate that there was no present intention to contract out work to be performed by other than these employees which had been normally performed by the employees represented, and this declaration of intention should be sufficient to settle the matters between the parties at least for the term of this contract until the practice with respect to contracting out has become much more clearly established than it is at present.

7. Issuance of Pay Cheques Every Second Thursday

This is no doubt desirable from the point of view of employees but is costly to administer by the Company, and the board is of the opinion that it is not fundamental and recommends no action and that this request be not granted.

8. Reduction of Hours

The employees request that the hours be one hundred and seventy-six hours (176) or less in assigned service, and that this constitute a basic month's work; that hours in excess of one hundred and seventy-six (176) and up to one hundred and ninety-two (192) be paid at pro rata rates; that hours in excess of one hundred and ninety-two (192) should be paid for as overtime at the rate of time and one-half the pro

rata rate on the actual minute basis to the nearest fifteen minutes. This request, if granted, the Company calculates would cost about one-million dollars alone. A great deal of time and argument and a good deal of written material was submitted to the board with relation to this issue. The union's position is that while most other railway employees enjoy a forty-hour week that they have to work a forty-eight hour week, and up to about fifty-two hours a week (two hundred and twenty-four (224) hours monthly), without the application of overtime rates.

The basic work month for the dining car employees at the present time consists of two hundred and eight (208) hours or less, equal to twenty-six (26) days per month or forty-eight (48) hours per week. But they may be required to work two hundred and twenty-four (224) hours per month at pro rata rates.

Overtime payment begins only after two hundred and twenty-four hours (224). The trips which the employees make are spread over the entire month and they have a layover at the home terminal between trips. The employees complain that when the hours of their work month were reduced from two hundred and forty (240) to two hundred and eight (208), it did not result in their having more time at home. The employees also further complain that when the hours were reduced, assignments were extended, which created a captive hour zone at the away-from-home terminal and reduced the preparatory and release time after arrival time. The employees stated the result of this is that they spend more time on the road and get less time at home.

This the Company disputes. In 1952, a conciliation board under the Chairmanship of Mr. James Stitt dealt with the request of the dining car service for a change in rules and one of these changes was a request for time and a half for hours worked in excess of two hundred and eight (208) per month. The board recommended that the Railway accept the request, but the Railway declined and a settlement was reached on the basis of time and a half for hours worked in excess of two hundred and twenty-four (224) per month. The Brotherhood also submits that with the inauguration of faster train service, preparatory and clean-up time was eliminated at Winnipeg. With the faster trains, the dining cars continued through the run while crews are changed and thus the preparatory time performed in the yards by the out-going crew is now performed by the in-coming crew.

The dining car employees therefore seriously urge a reduction in which in their opinion would only restore the former lay-over time at their home terminals. The Railway, in answering the submission of the union when they requested a reduction in hours, points out that the difference in working conditions between the feeding car and other non-operating work has long been recognized in a difference in the number of hours per month. The feeding car service, because it is part of a train operation, makes it impossible to schedule work on a daily basis in such a way that the crew members are on duty a specific number of paid hours. And the feeding car employee, because he is confined to the train during the period of operation of his car, is paid for all hours except those spent in nightly rest. He is paid for between-meal hours even when no service is required. The Brotherhood, of course, say that the between meal hour is getting less and less and in some runs they are constantly on their feet. The Company points out that the monthly assignment is sometimes completed in as little as fifteen days. When the main group of railway workers was employed two hundred and four (204) hours a month, the feeding car employees were employed two hundred and forty (240) hours. When the hours were reduced to one hundred and sixty-nine and one-third (169 $\frac{1}{3}$) hours per month in 1951, the feeding car employees' hours were reduced to two hundred and eight (208). The differential in hours is common, the Company says, to this type of employment. It is recognized by the Canadian National feeding car employees as well as by the sleeping car employees on both the Canadian National Railway and Canadian Pacific Railway. The feeding car employees of the Canadian National have a monthly guarantee of two hundred and eight (208) hours but the Canadian National feeding car employees must work two hundred and forty (240) hours per month before overtime provisions for payment come into effect. As a result of the non-operating settlement, the Canadian National feeding car employees' time has not been reduced in the present contract. The Company also points out that the sleeping car porters employed by the Canadian Pacific as well as those employed by the Canadian National made no request for reduction in hours before the recent conciliation board. The Company also submits that the feeding car employees enjoy three periods of approximately a half an hour per day when they eat their meals and that during the normal working month this amounts to approximately (20) twenty hours. The Company

reiterates the fact that any reduction in the number of hours worked in a month cannot be granted, because if there is a reduction in the number of hours worked in a month, and if the same service is to be maintained, it will result in considerable overtime payment, which is very costly.

In reply to the Company's argument, the Brotherhood points out that the work the men do and time for meals and rest is entirely dependant upon the number of patrons to be served and that the preparation and serving the meals, the cleaning of the cars, utensils, dishes and silver, can only be done between serving from early morning until late at night. The Brotherhood further states that on busy trains the feeding car employees seldom have an opportunity to enjoy an undisturbed meal. Serving low price meals all hours of the day and liquor of all kinds when legal to do so, this type of feeding unit attracts a great many passengers and oftentimes the crew is hard put to it to cope with the number of people they are called upon to feed.

This problem of hours is a most difficult one because there is much to be said by the employees and much to be said by the Company.

The recommendations which follow are those of the Chairman only.

The Company is naturally concerned with the costs; and as the whole operation of passenger trains is carried on at a very heavy loss including the operation of the dining cars, it is only natural that the Company should be very much opposed to assuming additional costs. When an employee works two hundred and twenty-four (224) hours a month without premium pay, he is working on the average over fifty-one (51) hours a week, which, of course, is a very much longer work week than most people in industry work these days. On the other hand, to accede to the Brotherhood's request, namely to have all hours in a month in excess of two hundred and eight (208) paid at the premium rate of time and a half would be an added expense which might amount in the aggregate to several hundred thousand dollars annually.

Your Chairman is of the opinion that the basic hours for a month's work should remain at two hundred and eight (208); and hours up to two hundred and sixteen (216) per month should be paid at pro rata rates. It is to be noted that the dining car employees receive pay for two hundred and eight (208) hours per month although on some months some employees do not work actually two hundred and eight (208) hours; and therefore your Chairman is of

the opinion that hours up to two hundred and sixteen (216) should be at pro rata rates.

When hours in excess of two hundred and sixteen (216) per month are worked, it seems to your Chairman that there should be some premium pay in the future for service in excess of two hundred and sixteen (216) hours per month; although it is reported that because of the scheduling and different numbers of days in months, that the Company finds it impossible even with the best of scheduling to prevent certain employees on certain runs from being required to work in excess of two hundred and sixteen (216) hours per month.

However, with stationary engineers, and other employees in industry who are as a condition of their employment required to work other than the usual number of hours or other than the usual number of hours on days and times when other people are not working, it is now becoming recognized that unusual number of hours or days when work is required should bear premium rates, for the balance of the term of the new contract.

Your Chairman therefore recommends: that, up until the new contract is signed, the present working hours as set out in the last contract shall remain in full force and effect; that, effective on the signing of the new contract, the working hours should be as follows:

Two hundred and eight hours (208) or less in assigned service shall constitute a basic month's work.

Hours in excess of two hundred and eight (208) and up to two hundred and sixteen (216) shall be paid at pro rata rates.

Hours in excess of two hundred and sixteen (216) and up to two hundred and twenty-four (224) shall be paid at a premium rate of fifteen per cent (15%) the pro rata rate on the actual minute basis to the nearest fifteen minutes.

Hours in excess of two hundred and twenty-four (224) shall be paid for as overtime at the rate of time and one-half the pro rata rate on the actual minute basis to the nearest fifteen minutes.

It is the intention of the Chairman that the recommended hourly premium should affect and apply to employees actually in employment at the date of signing of the new contract, and those thereafter employed. As a premium rate is a new departure, it is, as has been stated above, recommended that no retroactivity should apply to it, but

it should commence at the date of signing of the new contract.

Mr. John W. Long's recommendation with respect to the request of the Brotherhood for reduction of hours is as follows:

8. Reduction of Hours.

The dining car employees of the Canadian National Railway have concluded an agreement to work a basic month of 208 hours with overtime of time and one-half after 240 hours (Company Brief—Exhibit No. 1—Page 12, Paragraph 36). The C.N.R. employees have been working on this basis since 1950/51 and in the recent conciliation no request was made to alter this basis. The same working schedule applies to the sleeping car porters of both roads. As will be seen from the foregoing, the feeding car employees of the Canadian Pacific are now enjoying more favourable treatment than the feeding car employees of the Canadian National and the sleeping car porters of both roads. For this reason, if for no other, I cannot bring myself at this time to recommend any additional benefits concerning hours of work and overtime.

Even should one or both of the other members of this Board recommend a premium after 216 hours, to become effective only on the date of the signing of the new contract, I feel that I am obliged to make a further remark concerning retroactivity. The very nature of the Company's business is such that it cannot increase its prices to provide for retroactive increases in wage demands by its employees and, consequently, the whole principle of retroactivity of contracts is such as to work a hardship, if not an injustice, to Management.

JWL.

9. Improvement in Sleeping Accommodation

The employees are seeking improvement in the sleeping accommodation aboard trains. The employees sometimes have to work long hours and naturally proper rest is important to them. One complaint that they have is as to the resiliency of the bed springs. The employees also complain of the lack of space for an individual; and of poor ventilation. There are fifteen bunk type beds in a car in tiers of three in a space of seventeen feet in length and eight feet in height, with a two foot aisle running down the center of the car. Employees say that the washroom facilities are not adequate for the number using the cars.

The Company, while not admitting the conditions are nearly as bad as the Employees suggest, say that they are constantly looking into the question of better accommodation on the sleeping cars. It should not be too difficult or too expensive to bring about improvements in the resiliency of the springs on the beds at least. The Chairman recommends that the Company make an immediate and complete survey of the dormitory cars, including the bed accommodation there, and the lavatory and washroom accommodations and ventilation; and that they should so state their inten-

tions to make whatever improvements are possible within one year from the signing of the new contract.

Senator A. W. Roebuck agrees with the contents of the Report on some issues; but has added in the form of an addendum his own views dealing with those matters in which his views differ from those of his colleagues.

All of which is respectfully submitted.

Dated at Belleville, Ontario, this 8th day of August, 1959.

(Sgd.) J. C. ANDERSON,
Chairman.

(Sgd.) J. W. LONG,
Member.

MINORITY REPORT

I am not in entire disagreement with the statements and recommendations of the Chairman as they appear in his Report; but I will best avoid misunderstandings by those affected, by writing my own separate report, than I would by joining in the chairman's Report with reservations, however clearly expressed.

My most pronounced disagreement with the Chairman in his Report is with respect to his recommendation of a 15-per-cent premium for hours of overtime served in excess of 216 hours per month up to 224 hours per month; time and one half is already paid after 224 hours and should of course be continued. In my opinion, the Chairman is right in recognizing the right of the men to premium pay for time in excess of 216 hours; he is in serious error in suggesting a breach of the universally established rule of time-and-one-half for overtime.

To begin with, the time-and-three-twentieths of pro rata would work out on assignments in which overtime as described may occur to less than \$2 per month for the highest paid employees and to less than \$1 per month for the lower paid men. The suggestion is accordingly of no practical value.

A still more serious objection is to the precedent such an arrangement would set. Overtime has been paid for at time-and-one-half from time immemorial in all agreements affecting railroad employees throughout this entire continent. Such an innovation as that suggested of reducing the standard time-and-one-half to time-and-three-twentieths would constitute a precedent to the liking of railroad management generally but against which all railroad unions would protest with the utmost vigour.

In this particular dispute, the Brotherhood of Railroad Trainmen have not asked for any fraction of the standard overtime premium. The men of the bargaining unit involved do not want it, and, while it may resemble a concession, they would not accept it and would repudiate it if it were offered them.

These men now work a 48-hour week, which is eight hours per day for six days per week, which is excessive as measured by industrial standards in this and other industries throughout Canada and the United States. They ask for a 40-hour week. At the present time 208 hours in assigned service constitutes a basic months work, but extensions of this time of labour up to 224 hours per month are paid for a pro rata rates. It is only for hours in excess of 224 per month that the overtime standard rate of time-and-one-half becomes applicable.

The men ask that the basic month be reduced from 208 hours to 176 hours, and they will accept pro rata rates of pay up to 192 hours, with time-and-one-half for hours worked in excess of 192 hours.

In this connection it should be observed that the operational schedules in the Montreal district are now set up at approximately 192 hours per month, and other districts in the order of 200 hours per month, so that the men's request for overtime after 192 hours need not be particularly costly to the Company, and I advise a settlement on that basis.

In a number of ways, working conditions for the unit of employees in question have deteriorated seriously during recent years. Not long since, there were a number of runs on this railway in which these men left home in the morning, stayed overnight at a distant point, and returned home next day. This afforded an opportunity for continuous normal family life and for rest and recreation at home, where conditions favourable to recuperation normally prevail.

But in 1950, the railway management commenced increasing the length of the runs of their trains, a trend which found its culmination in the institution of the "Canadian" transcontinental train. The outstanding feature of this change in operating methods has been a marked increase in layover time away from home to which these employees have been subjected.

In addition to this increase in layover time, or "captive time" as it is called, the Company has reduced what is known as terminal time, that is to say the pause which occurs where crews are changed and which is used for the concluding operations of the

previous trip and the preparations for that in prospect.

This increase in "captive time" and the increase in the service required while trains are in motion have very seriously affected the working conditions of the men. The effort of the Company to give to their customers a super service has resulted in the men's being employed continuously during their hours of service with scarcely a minute for rest and thus, working under difficult conditions, and on a moving vehicle, during the summer in excessive heat, has intensified what has always been an arduous service, so that the men are exhausted by the close of their day.

The men are of the opinion that this decrease in the hours of the basic months' work will result in an increase in layover at the home terminal where the men reside, in addition to fewer hours per day actual service when on the trains.

Sleeping Accommodation

One of the factors in the exhaustive character of the conditions of work about which the men complain is the unsatisfactory sleeping accommodation afforded. The dormitory cars which have been provided since the institution of the "Canadian" train are unsatisfactory in a number of ways. The detail is well known to the Company officials on a number of occasions for minor improvements, but nothing is done. The men require that these improvements be given immediate attention.

The bunks in the dormitory car should be reduced to two, a lower and an upper, as one finds in all normal sleeping cars. At present, the bunks are in tiers of three and the lack of space precludes reasonable rest and comfort. The foam rubber mattresses should be changed to ordinary mattresses and the springs should be strengthened so as to decrease their resiliency. The aisle should be widened so that two men can pass in reasonable comfort, and there may be other details. Generally speaking, the employees in question should be given accommodation at least equal to that of the ordinary tourist car, and six months is plenty of time in which to make the change I have indicated.

Wage Rates

The men have asked for an increase of 25 per cent, effective June 1, 1958, in wage rates. The settlement concluded some time since between the non-operating employees of the Company and the Company provided for an increase of .04 cents per hour effective June 1, 1958, 3-per-cent increase effective February 1, 1959, and a further

3 per cent effective September 1, 1959. Were working conditions made satisfactory as above stated, the men would be prepared to accept the so-called non-ops settlement as to wage increases, and I could then join the Chairman's wage recommendations as set out in his Report.

Health and Welfare

In the so-called "non-ops" settlement, the amount paid for the Health and Welfare Plan was increased from \$4.25 to \$4.87 per employee per month. The dining car employees have asked for \$8.50 per employee per month, but the union would be willing to accept the non-ops settlement amount with the above proviso as to other conditions.

Vacations with Pay

At the present time the men of this union receive six days vacation after one year's service; 12 days vacation after three year's service, and 18 days after 15 years' service. The Annual Vacations with Pay Act passed by the Dominion Government and applying to railways provides for one week vacation after one year's service, and two weeks vacation after two year's service, so that all that remains of the employees' demands is for 18 days after 10 years' service and 24 days after 15 years' service. The Company has already offered four weeks after 35 years' service to the Brotherhood of Railway Trainmen, which includes the men in the union in this bargaining

unit. It should not be difficult, therefore, for the Company to concede the requested days after 10 and 15 years' service, and this I recommend.

Contracting Out

The men included in this bargaining unit have asked that the work normally performed by them in the past shall not be contracted to be performed by other than themselves. The request narrows down to a provision that the status quo in regard to work shall be maintained, and that the field of employment filled in the past by the men of this bargaining unit shall not be handed over to other units. The Company has already intimated that there is no present intention of any such move, and an assurance therefore from the employer in the prospective agreement should not present difficulty.

Severance Pay and Statutory Holidays

The Chairman recognizes the desirability of severance pay but because of its cost refrains from recommending its institution, and for similar reasons does not recommend an increase in the number of statutory holidays. It is with regret that I concur, but only to the extent that these desirable reforms be deferred for the present.

All of which is respectfully submitted.
Dated at Toronto this 4th day of August, 1959.

(Sgd.) A. W. ROEBUCK,
Member.

Report of Board in Dispute between

Canadian Pacific Railway Company (Eastern, Prairie
and Pacific Regions)

and

Brotherhood of Railroad Trainmen

Your conciliation board appointed to deal with the dispute between the above parties, consisting of His Honour Judge J. C. Anderson, chairman; John W. Long, QC, company nominee, of Montreal; Hon. A. W. Roebuck, QC, brotherhood nominee, of Toronto, met at the city of Montreal on August 3, 4, 5, 6 and 7, 1959, and at these sittings heard the evidence and submissions and arguments of the parties dealing with all matters in dispute between the Brotherhood of Railroad Trainmen and the Canadian Pacific Railway Company (Eastern, Prairie, and Pacific Regions).

The Board adjourned on August 7 and again met the parties in Montreal on the 18th, 19th, 20th and until midnight on August 21, 1959, and on these days the Board devoted its full attention in an attempt to conciliate the issues in dispute. The parties were respectively represented as follows:

For the Company:

A. M. Hand, Assistant Manager, Labour Relations—CPR,
Joseph G. Benedette, Personnel Department,

Jack C. Anderson, Supervisor, Personnel and Labour Relations, Prairie Region—Winnipeg, CPR,
Denis Cardi, Contract Analyst, Personnel Department,
Jack Ramage, Labour Relation Assistant, Department of Personnel,
Vic Hooley, Road Foreman of Engines—Vancouver, CPR,
Fred G. Firmin, Supervisor, Personnel and Labour Relations, Atlantic Regions—Montreal,
A. L. McGregor,
J. B. Shipley,
F. W. McCurry.

For the Brotherhood:

Eastern Region—

W. P. Kelly, General Chairman,
L. E. Baker, Vice-Chairman,
H. L. O'Neil, Secretary.

Prairie and Pacific Regions—

S. McDonald, General Chairman,
T. A. Archibald, Vice-Chairman,
E. Davidson, Secretary,
Members of Negotiating Committee,
R. Lane,
E. V. Gardiner,
C. W. Cannon,
J. R. Carter,
R. W. Hurl,
C. W. Stanley, Manager, Schedule-Statistical Bureau,
F. A. Collin, Vice-President,
L. C. Malone, Vice-President,
D. Paltiel, Statistician.

Separate proposals for amendment to the contract were put forward by the brotherhood relating to the Eastern Region, from those put forward by the brotherhood relating to the Prairie and Pacific Regions, and the company had certain counter proposals relating to each region. The Prairie and Pacific brotherhood committee submitted proposals for amendments to some 50 rules or articles.

The Board was advised that the brotherhood, Eastern Region, and the brotherhood, Prairie and Pacific Regions, had asked for separate boards of conciliation, but your board was appointed as a single board charged with responsibility under the Act of conciliating the dispute between the parties in the Eastern Region and in the Prairie and Pacific Region.

Certain requests, both by the brotherhood and the company were common to East and West, and the number of the requests in the Eastern Region for amendment to the contract was less than in the Prairie and Pacific Regions, and for this reason your board of conciliation, during the week of

During August, the Minister of Labour received a unanimous interim report of the Board of Conciliation and Investigation established to deal with a dispute between the Brotherhood of Railroad Trainmen and the Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions). The recommendations of the interim report relate only to the issues in dispute affecting the Eastern Region operations of the Company. The Board will submit its final report in due course with respect to the dispute as it affects the Prairie and Pacific Regions.

The Board was under the Chairmanship of His Honour Judge J. C. Anderson, Belleville, who was appointed by the Minister on the joint recommendation of the other two members, J. W. Long, Q.C., Montreal, and the Honourable A. W. Roebuck, Q.C., Toronto, nominees of the company and union respectively.

The interim report is reproduced here.

August 18 to 21 inclusive, spent more time in trying to conciliate the issues as they affected the dispute between the brotherhood and the company on the Eastern Region than they did in an attempt to conciliate the dispute as it affected the issues in dispute between the brotherhood and the company in the Prairie and Pacific Regions.

Your Board has carefully weighed the evidence and submissions of the parties as it affects the issues in dispute by the brotherhood and the company of the Eastern Region, and with relation thereto your board now unanimously recommends as follows:

Wages

That there shall be an increase in wages applicable to all wage rates and arbitration (not including car step-up rates) payable both in road and yard service similar to that in effect in the last non-ops settlement, that is to say,

4¢ or 2.3 per cent effective June 1, 1958, 3 per cent effective February 1, 1959, 3 per cent effective September 1, 1959, 1.5 per cent effective June 1, 1960.

All increases will be based on wage rates and arbitraries in effect on May 31, 1958 less 1 per cent set aside for health and welfare benefits.

The payment of the retroactive portion of the above-mentioned increases will be made as soon as possible but, in any event, not later than three months from the signing of the contract.

Electric Lanterns

That the following electric lanterns rule be adopted:

1. Effective January 1, 1960, all employees must provide themselves with an electric white lantern. The electric

lantern, bulbs and batteries must be of a standard prescribed by the company and the lantern must be equipped with not less than two white bulbs for instant use and a provision for a spare white bulb to be carried in the lantern.

2. Employees will be furnished white electric lanterns by the company upon signing payroll deduction order of the actual cost of the lantern, supplied, not including the cost of bulbs and batteries. This deduction will be made from the pay cheque in the current payroll.

3. Employees, who prior to January 1, 1960 have already provided themselves with electric lanterns, may continue to use them until they are worn out, provided such lantern is of a satisfactory type and contains two serviceable white bulbs for instant use and a provision for carrying a spare white bulb in the lantern, as required under the provision of Clause 1.

4. When an employee leaves the service of the company, either voluntarily, by discharge or by death, the lantern if in satisfactory condition, may be returned to the company whereupon the amount of deposit, made when the lantern was issued, shall be refunded to the employee or his estate.

5. Replacement of lanterns issued by the company will be made without cost to the employees under the following conditions:

- (a) When worn out or damaged in the performance of company service, upon return of the lantern.
- (b) When stolen while employee is on the premises of the company, without neglect on the part of the employee.
- (c) When destroyed in the performance of duty.

6. The company will maintain at convenient locations, a supply of bulbs and batteries to be drawn as required upon presentation of those worn out or broken, without cost to the employee.

7. In the event that due to conditions beyond the control of the company it becomes unable to obtain a sufficient quantity of such electric lanterns, bulbs or batteries for the purpose set forth herein, the company shall thereby be relieved of compliance with the provisions of this agreement to the extent that such inability makes it impossible to comply herewith.

8. The company will continue to use oil burning lanterns with red globes for flagging.

Statutory Holidays

That employees engaged in yard service shall be entitled to seven statutory holidays, that is to say, the six now granted together with the addition of Victoria Day, but the first entitlement thereunder shall commence with Victoria Day 1960.

Vacations

The acceptance by the parties of the same agreement for road service employees as accepted by the engineers and firemen on the Canadian Pacific Railway, which reads as follows:

Section 1.

- (a) An employee who at the beginning of the calendar year has completed more than 30 days but less than two years' continuous service will be allowed one calendar day's vacation for each 52 days worked and/or available for service, or major portion of such days during the preceding calendar year with a maximum of one week. Compensation for such vacation will be 2 per cent of the gross wages of an employee during the preceding calendar year.
- (b) An employee who at the beginning of the calendar year has completed two years' continuous service will be allowed one calendar day's vacation for each 26 days worked and/or available for service, or major portion of such days during the preceding calendar year with a maximum of two weeks. This basis applies during subsequent years until qualifying for further vacation under clause (c) of this section. Compensation for such vacation will be 4 per cent of the gross wages of an employee during the preceding calendar year.
- (c) An employee who at the beginning of the calendar year has completed 15 years' continuous service and who has rendered compensated service in 150 calendar months, calculated from the date of entering service, will be allowed one calendar day's vacation for each 17 days worked and/or available for service, or major portion of such days, during the preceding calendar year with a maximum of three weeks. This basis applies during subsequent years until qualifying for further vacation under clause

- (d) of this section. Compensation for such vacation will be 6 per cent of the gross wages of an employee during the preceding calendar year.
- (d) An employee who at the beginning of the calendar year has completed 35 years' continuous service and who has rendered compensated service in 350 calendar months, calculated from the date of entering service, will be allowed one calendar day's vacation for each 13 days worked and/or available for service or major portion of such days during the preceding calendar year with a maximum of four weeks. Compensation for such vacation will be 8 per cent of gross wages of an employee during the preceding calendar year.

Section 2.

- (a) An employee who is retired, leaves the service of his own accord, is dismissed for cause, or whose services are dispensed with shall be paid for any vacation due him up to the time of termination of his service calculated as provided for in Section 1.
- (b) An employee who, at the time of termination of his services, has completed more than 30 days' and less than two years' continuous service shall be paid 2 per cent of his gross earnings up to the time of termination of his service.
- (c) An employee who leaves the service of his own accord, or is dismissed for cause and not reinstated in the service within two years of date of such dismissal, will, if subsequently returned to the service, be required to again qualify for vacation with pay as per Section 1.
- (d) In the event of the death of an employee, vacation pay to which he is entitled up to the time of his death, will be paid to the estate of the deceased.
- (e) An employee who is laid off during the year and who has not been recalled at the beginning of the ensuing calendar year will have the right to request on two weeks' notice vacation pay due him at any time during the ensuing year prior to being recalled to service.
- (f) In filling vacancies created by employees on vacation with pay, as provided in this Article, the schedule rules will apply unless otherwise

mutually agreed upon between the general chairman and the general superintendent.

- (g) Time off on account of vacation under the terms of this article will not be considered as time off on account of employee's own accord under any guarantee rules and will not be considered as breaking such guarantees.

Section 3.

The words "continuous service" in Section 1 mean continuous employee relationship; time off duty account laid off, *bona fide* illness, injury, or attendance to organization business (except on full time basis), shall be included for qualification purposes in Section 1.

Section 4.

- (a) An employee who has become entitled to a vacation with pay shall be granted such vacation within a 12 month period immediately following the completion of the calendar year of employment in respect of which the employee became entitled to the vacation.
- (b) Insofar as practicable, preference shall be given in order of seniority of the applicants where applications for vacation have been filed on or before January 15 of each year; such preference shall not be granted where applications have been filed after January 15. Employees must take their vacation at the time allotted and those who do not apply for it prior to January 15 shall be required to take their vacation at a time prescribed by the company.

and with respect to yard service employees the rule now in effect to continue in the contract with the amendment that two weeks' vacation shall be granted after completion of two years' service and four weeks' vacation after completion of 35 years' service.

With this recommendation goes the understanding that Article 41, Rule 17, Clause (d), shall not be affected thereby.

Watches

That the right of the employees to have their watches cleaned by any qualified watch repairman subject to the production of a certificate acceptable to the company be continued.

Health and Welfare

That the company will pay on a 50-50 basis with the employee the cost of the same benefits under the present health and welfare plan now in effect with the non-ops, it being understood that this arrangement for half payment by each of the parties shall become effective when the Brotherhood's application to the Benefit Plan Committee has been acted upon. For the purpose of the Brotherhood's joining the benefit plan the Company is prepared to join in such application.

The Board further recommends that the Company continue the \$4.25 per month payment from the effective date of the new contract until the employees represented by the Brotherhood are actually participating in the non-ops health and welfare plan, and in the event that the application of the Brotherhood and the Company on behalf of the trainmen to participate in the non-ops benefit plan is not consummated, from the first day of the month following the decision of the Benefit Plan Committee giving a negative answer to this application for participation in the plan, the Company will pay each employee \$4.87 per month in lieu of health and welfare benefits provided to the non-ops under the plan to which they are parties.

Pay Cheques

That the Company continue the present policy with respect to the issuance of CG's and with respect to advance delivery of pay cheques prior to employees going on vacation.

Union Dues

That the Company check-off union dues on a monthly basis for all employees in road and yard service subject to a deduction of 6 cents per individual check-off deduction.

Oil Burners

That the Company's negotiating committee recommend to the Company's committee on appropriations that they provide funds for the installation of oil burners rather than coal stoves on all new caboose equipment.

Initial and Final Terminal Time Rule

The Board recommends that the Company include the excepted 15 minutes in initial terminal delay and that the remaining 15 minute period of excepted time at the final terminal remain unchanged because the latter is provided for in the wage structure as a whole.

Article 17 (d)

Article 17 (d) shall be amended by adding thereto the following words:

Local arrangements may be made to advance the starting time when required by the exigencies of the service; the concurrence of the general chairman under such circumstances shall not be unreasonably withheld. and that a new clause (g) be added reading as follows:

The company will arrange their wayfreight service to avoid the handling of shed freight at night and on Sundays. Wayfreight assignments will be bulletined specifying the home terminal, the objective terminal, working limits and the starting time. So far as it is practicable wayfreight assignments will start at the bulletined starting time except that an assignment may be started at a time later, but not earlier than that specified in the bulletin. When the bulletined starting times are changed more than three hours, the assignment will be re-bulletined.

Article 17½—Road Switcher Service

Add new clause (f) reading as follows:

Road switcher assignments will be bulletined specifying the home terminal, working limits and the starting time. So far as it is practicable road switcher assignments will start at the bulletined starting time except that an assignment may be started at a time later, but not earlier than that specified in the bulletin. When the bulletined starting times are changed more than three hours, the assignment will be re-bulletined.

and further that to this article there shall be appended a definition in the form of a note which shall read as follows:

The term "road switcher" as used in this article does not apply to passenger, work or mixed train assignments.

U.S. Rates for Quebec Central Crews

That the Company pay United States rates under conditions applicable to Canadian Pacific Newport, Vermont and Brownville, Maine Seniority Rosters schedule to Quebec Central Crews for mileage operated in United States territory.

Interdivisional Runs

That the following rule be incorporated in the new contract:

Inter- or intra-seniority district runs may be established when it can be demonstrated by the Company that such changes are necessary by operational requirements, either as a means of speeding up service or to maintain such service on an economical basis. It is not the intent of this rule that rights or practices of establishing or changing home terminals will be affected, or that presently established divisional home terminals or unassigned pool home terminals will be abolished by the establishment of such runs.

The establishment of these runs will be negotiated locally between the Assistant General Manager and the General Chairman, and in such negotiations each party will give full recognition to the other's fundamental rights, with reasonable and fair arrangements being made in the interests of both parties.

If the parties fail to concur in the establishment of such a run on the basis of the reasons set forth by the Company and on the basis of the reasons set forth by the Brotherhood, the matter may be referred to the Canadian Railway Board of Adjustment No. 1 for final settlement.

It is part of the board's recommendation that the rule as written above shall not come into force as a rule until the fundamental rights as set out in line 4 of paragraph 2 have been spelled out and agreed upon in detail by both parties and the Board further recommends that the parties to the forthcoming contract will agree therein to negotiate what is meant by fundamental rights and spell out in detail the meaning of "fundamental rights" and when the meaning of "fundamental rights" has been agreed upon the rule shall immediately thereafter come into effect. If the parties through negotiation are not able to agree on the spelling out and wording in detail on what are understood by the parties to be fundamental rights either party to the agreement may ask the members of this board of conciliation to assist in spelling out and setting forth in detail the full meaning of the words "fundamental rights" and in the event of no agreement between the parties after the said members have attempted to assist in this regard the parties will agree that the report of the said members or a majority thereof on the full meaning as spelled out of the words "fundamental rights" shall be accepted by both parties.

Conversion Rules—Article 12 and Article 10(e)

That Article 12 be revised to read as follows:

Assigned wayfreight crews will be paid wayfreight rates. Through and irregular freight crews or mixed train crews required to load or unload wayfreight en route, will be paid wayfreight rates for the time so paid not to be included in computing overtime, but may be used to the extent necessary to make up the minimum day, and pay not to be in excess of wayfreight rates for the full trip.

Through or irregular freight crews, except when on work trains, or mixed train crews making stops for the purpose of (a) taking on or setting off a car (or cars), (b) loading and unloading wayfreight and/or (c) moving a car (or cars) in a siding at a point where no car (or cars) are taken on or set off, at more than five stations or that make more than ten switches en route, or a combination of such

service, will be paid wayfreight rates for the trip. The minimum in the combination is seven.

Article 14(b)

That Clause (b) of Article 14 be revised to read as follows:

(b) Crews in pool or irregular freight service may be called to make short trips and turnarounds with the understanding that one or more turnaround trips may be started out of the same terminal and paid actual miles with a minimum of 100 miles for a day, provided (1) that the mileage of all the trips does not exceed 120 miles, (2) that the distance run from the terminal to the turning point does not exceed 30 miles, and (3) that men shall not be required to begin work on a succeeding trip out of the initial terminal after having been on duty 8 consecutive hours computed from the time of departure from outer main track switch or designated point on the initial trip, except as a new day, subject to the first-in, first-out rule or practice.

Article 11(e) and (f)

That Article 11 be revised to provide that extra men on passenger trains will be paid through freight rates including overtime, and under passenger conditions, and supplied with accommodation or vans if available.

The board further recommends that all matters referred to it and not hereinbefore specifically recommended, whether they arise by reason of requests made by the Company or by the Brotherhood for revision, be dropped except as to any matters that the parties prior to the meeting of the Board of Conciliation have agreed upon in direct negotiations.

The board further recommends with respect to wages and all other matters that they are conditional upon the parties entering into a contract which shall be effective from June 1, 1958 until May 31, 1961 or thereafter.

The board points out to the parties that if the board report is accepted by the parties they will be expected to incorporate all matters of substance into the contract in appropriate contract language.

All of which is respectfully submitted.

Dated at Belleville, Ontario, this 27th day of August, 1959.

(Sgd.) J. C. ANDERSON,
Chairman.

(Sgd.) J. W. LONG,
Member.

(Sgd.) A. W. ROEBUCK,
Member.

LABOUR LAW

Labour Legislation Enacted in 1959

Vacations with pay, hours of work, minimum wages, discrimination, equal pay, apprenticeship, industrial safety

During the 1959 sessions, provincial Legislatures, in addition to enacting legislation dealing with workmen's compensation and labour relations, reviewed in separate articles,* passed legislation dealing with vacations with pay, hours of work, minimum wages, discrimination, equal pay, apprenticeship, industrial safety, and other matters of interest to labour.

Amendments to the Manitoba Vacations with Pay Act provided for a paid vacation of two weeks after one year of service instead of one week after one year and two weeks after three years. Saskatchewan, too, amended its Annual Holiday Act.

Prince Edward Island enacted a Women's Minimum Wage Act; until this year it was the only province without a minimum wage law. Also in Prince Edward Island, the School Act was amended to raise the school-leaving age from 15 to 16 years.

Fair Employment Practices Acts were amended in Nova Scotia and Saskatchewan; Fair Accommodation Practices Acts were passed in Nova Scotia and New Brunswick.

A new Equal Pay Act was passed in Prince Edward Island, bringing to seven the number of provincial Acts, in addition to the federal Act, prohibiting discrimination in rates of pay because of sex.

Annual Vacations with Pay

The Manitoba Legislature amended the Vacations with Pay Act to provide for a vacation of two weeks with pay after one year's service with an employer, in substitution for the former provision for a one week's vacation after one year of service and two weeks after three years. The other provinces in which an employee is entitled to a two weeks' vacation with pay after working one year are Saskatchewan and British Columbia. The Alberta Labour Act provides for a two weeks' vacation

after two years, and the Saskatchewan Act for three weeks after five years.

Further amendments, to go into effect on proclamation, make provision for changing the system of vacation pay stamps for workers in the construction industry to a system of cheques issued by the Department of Labour annually. In line with the change in the vacation, vacation pay credit is increased from 2 to 4 per cent of wages earned in each regular pay period. The Act provides for the use of vacation stamps in the Greater Winnipeg area only.

The Act now provides for the payment of vacation pay by employers to the Minister of Labour, who will turn over the amounts received to the Provincial Treasurer. Payment to the Minister is to be made at such times as the Minister prescribes. The employer is required, when making payment, to furnish certain information to the Minister, including the name and address of the employee and the number of his unemployment insurance book, and to notify the employee in writing of the amount paid.

As soon as practicable after June 30 in each year, the Minister will requisition from the Provincial Treasurer a cheque in favour of each employee in respect of whom he has received vacation pay, in the amount to his credit in the records of the Department of Labour, and send it to the employee.

The Minister is authorized to make a charge for handling vacation credits, the amount of which is to be fixed by regulation. This charge may be deducted from the account of the employee.

A further amendment permits the Manitoba Labour Board to include in an employee's period of service, for the purpose of qualifying for an annual vacation, any period during which he was absent from work on account of injury and in receipt of workmen's compensation. Under the Manitoba Act, an employee is considered to have completed a year's service if he has worked 95 per cent or more of regular working hours during the year. Regular working

* "Workmen's Compensation, 1959", September issue, page 937: "Labour Relations and Trade Union Legislation in Canada in 1959," page 1028 of this issue.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

hours do not include annual vacation and periods of absence of up to 30 days authorized by the employer or because of certified illness. Under the new provision, the Board may find an employee eligible for a vacation if his service during 12 months was interrupted only by the period during which he was in receipt of compensation.

The Saskatchewan Annual Holidays Act, which was amended in 1958 to provide for an annual vacation with pay of three weeks after five years' service with the same employer, was amended this year to extend the benefits of a three weeks' vacation after five years' service to persons whose employment with the same employer has not been continuous.

The Act now provides that an employee is entitled to a three weeks' vacation with pay after five "accumulated" years of employment, provided that no break in his service has exceeded six months (182 days).

The Act imposes on employers an obligation to maintain for a period of five years the records of employees who are re-employed within six months after termination of a previous period of service.

This amendment to the Saskatchewan Act brings a new feature into annual vacations legislation in Canada, as no other Act provides for annual vacations on the basis of accumulated service.

Hours of Work

The Saskatchewan Hours of Work Act was re-enacted, consolidating the Act and the amendments made since 1953, when the statutes were last revised.

Minimum Wages

An important development in minimum wage legislation was the enactment of a Women's Minimum Wage Act in Prince Edward Island, until this year the only province without a minimum wage law. Minor amendments were also made to the Minimum Wage Act of Saskatchewan.

The Prince Edward Island Act provides for the fixing of minimum rates by the Labour Relations Board established under the Trade Union Act. As in a number of the other provinces, the Act is drawn wide enough in scope to cover practically all industries and occupations in the province, farm workers and domestic servants being the only groups excluded. The Board has authority, however, to exempt any group of employees or employers in any industry, business, trade or occupation from the operation of the Act or from any minimum wage order.

The Board has power, after holding an inquiry, to fix a minimum wage for women employees "in different employments or in different classes or descriptions of any employment" at such rate as it considers advisable. The orders of the Board require the approval of the Lieutenant-Governor in Council.

Minimum wage orders must be published in the Royal Gazette and will take effect 10 days after publication unless a later date is fixed in the order. Employers are obliged to post minimum wage orders where they can easily be read by employees.

Subject to the approval of the Lieutenant-Governor in Council, the Board may, either on its own initiative or upon petition of employees or employers, revise, suspend, vary or rescind an order.

Inspectors may be appointed for the enforcement of the Act and any orders that may be made by the Board. The penalty for failure to pay the minimum wage rate or for any other contravention of the Act or an order is a fine not exceeding \$100 or, in case of default, imprisonment for a period not exceeding 30 days.

In the Saskatchewan amendments, the Minimum Wage Board was given authority to make an order requiring every employer in any class of employment to provide, repair and launder at his own expense any uniforms or special articles of wearing apparel which he requires his employees to wear. The Board was also empowered to order that a rest period granted to an employee must be counted as time worked. The Board has already laid down these requirements in some of its orders.

Protection of Wages

In Saskatchewan, a new provision was added to the Landlord and Tenant Act to give greater wage security to employees of persons who carry on their business in rented premises. Minor amendments were made to Alberta, Ontario and Quebec legislation to modify provisions relating to protection of wages.

The new provision added to the Saskatchewan Landlord and Tenant Act gives priority to wage claims of employees in any case where an employer's goods and chattels are impounded and sold for rent due upon the premises. In such circumstances any person employed by the employer-tenant at any time during the previous three months may, by filing a claim as prescribed, obtain a lien upon the moneys realized from the sale for any unpaid wages earned during the three-month period, not exceeding \$500. The lien has priority over the claims of the landlord or of any other creditor.

An amendment was made to the Alberta Industrial Wages Security Act, which requires every employer in the mining and lumbering industries to deposit with the Minister, before beginning operations each year, security in the form of cash or bond for the payment of wages to his employees. The security is usually established at the greatest amount paid by the employer in wages in one month during the previous year. At the Minister's discretion, an employer may be allowed to pay the amount of the security in instalments.

The Minister is also permitted to exempt an employer from furnishing security if the Board of Public Utility Commissioners certifies that it is satisfied with his financial position and ability to pay wages to his employees.

The amendment transfers the functions of the Board in this regard to the Provincial Auditor, without otherwise altering the wages security provisions of the Act.

The Alberta Masters and Servants Act permits a worker to recover unpaid wages by making a complaint before a magistrate. It authorizes the magistrate to investigate the case and, upon proof of the charges made in the complaint, to order payment of wage claims not exceeding six months' wages or \$500. Proceedings under the Act must be taken within six months after employment is terminated or the last instalment of wages has become due.

An amendment to the section of the Act providing that an order for the payment of wages due to an employee may be enforced by distress warrant and sale of the property of the employer under the Seizures Act clarifies the position of the employee and gives him additional protection.

The Ontario Wages Act provides that 70 per cent of an employee's wages are exempt from seizure or attachment for payment of debt. An amendment to the Act makes unenforceable any provision of a contract under which a debtor assigns to his creditor more than 30 per cent of his wages.

In Quebec, the Code of Civil Procedure was amended in 1958 to prohibit an employer from dismissing an employee solely because his salary had been seized by garnishment. An amendment made this year, adding the words "or suspend" after the word "dismiss", is designed to prevent an employer from evading the prohibition by suspending the employee indefinitely.

School Attendance

The Prince Edward Island School Act was amended, raising the school-leaving age from 15 to 16. In the section of the Act making school attendance compulsory, the

reference is now to a child "who has attained his seventh but not his sixteenth birthday" instead of to a child "between the ages of seven and fifteen years inclusive".

Anti-Discrimination Measures

Fair Employment Practices

Fair Employment Practices Acts were amended in Nova Scotia and Saskatchewan. The Nova Scotia amendment made the Act applicable to all employers rather than to those employing five or more employees. In Saskatchewan, the amendments were designed to strengthen the provisions of the Act regarding advertisements, application forms and inquiries in connection with employment.

The Saskatchewan provisions, as now amended, prohibit, in any application form, advertisement or inquiry in connection with employment, not only any direct or indirect expression of discrimination, but also any expression of intent to discriminate, on grounds of race, religion, colour or national origin. As before, an exception is allowed where a limitation, specification or preference as to race, religion, colour or national origin is based upon a *bona fide* occupational qualification, that is, a qualification that is actually and legitimately required of the applicant because of the nature of the job.

The amendments further provide that no person may include in an application form, advertisement or inquiry a question or request for particulars as to an applicant's race, religion, colour or national origin, again, unless the question or request is based upon a *bona fide* occupational qualification.

The removal of the numerical exemption in the Nova Scotia Act makes that Act, in this respect, like the Act of Saskatchewan. The other provincial Fair Employment Practices Acts—those of British Columbia, Manitoba, New Brunswick and Ontario—exclude employers with fewer than five employees.

Fair Accommodation Practices

The New Brunswick and Nova Scotia Legislatures passed Fair Accommodation Practices Acts prohibiting discrimination in public accommodation on account of race or creed. Although broadly similar, these two statutes differ in certain particulars, the New Brunswick Act following the pattern of the Act of Ontario and the Nova Scotia Act following that of Saskatchewan.

Both Acts prohibit any person from denying accommodation, services or facilities customarily available to the public to any

person or class of persons because of race, creed, colour, nationality, ancestry or place of origin (in the Nova Scotia Act, race, religion, religious creed, colour or ethnic or national origin).

The Acts also prohibit discriminatory advertising, such as the displaying of signs and notices on lands and premises, and advertising in newspapers, on the radio or by means of any other medium of communication.

The Nova Scotia Act does not specify the Minister to be charged with its administration. The administration of the Act has, however, been assigned to the Minister of Labour. The New Brunswick Act is also administered by the Minister of Labour.

Under both Acts, complaints of discrimination are to be investigated by an officer acting under the authority of the Minister. If a settlement cannot be reached at this stage, a commission may be appointed to make an inquiry into the case, and, if necessary, to recommend to the Minister the course that ought to be taken.

In New Brunswick, the Minister may issue whatever order he deems necessary to secure compliance with the Act, and his order is final and must be obeyed. The Nova Scotia Act, like the Act of Saskatchewan, does not authorize the Minister to issue an order binding on the parties. The Minister is required, however, to furnish a copy of the commission's recommendations to each of the persons concerned, and may publish them if he considers it advisable.

In New Brunswick, failure to comply with an order of the Minister or with the Act is punishable by a fine of up to \$50 for an individual and up to \$100 for a corporation. In Nova Scotia, the penalties are the same as in New Brunswick for a first offence but, as in Saskatchewan, higher penalties (up to \$200 for an individual and \$400 for a corporation) are provided for subsequent offences.

In both provinces, the written consent of the Minister is required before a prosecution may be instituted, and where a person has been convicted of an offence under the Act, the Minister may apply to a judge of the Supreme Court for an order enjoining such person from continuing the offence.

Equal Pay

A new Equal Pay Act was passed in Prince Edward Island. There are now seven provincial Acts and a federal Act prohibiting discrimination in rates of pay because of sex.

The Prince Edward Island Act prohibits employers from discriminating between male

and female employees by paying a female employee at a lower rate than a male employee for the same work done in the same establishment. A difference in rates of pay based on any factor other than sex is not prohibited by the Act. A complaint regarding equal pay is to be made to the Labour Relations Board.

The procedure under the Prince Edward Island Act for dealing with charges of discrimination is less elaborate than under the other provincial Acts, which distinguish between the stage of initial investigation by an officer of the Department of Labour and the stage of a more formal inquiry conducted by a board, commission or referee.

The Prince Edward Island Act does not specify any procedures except the duty of the Board to endeavour to effect a settlement of the complaint. There is no provision for a ministerial or Board order, with which compliance is required.

The penalty for a violation of the Act is a fine of up to \$100.

The Act explicitly states that the making of a complaint to the Board is not to restrict the right of an aggrieved person to initiate court proceedings.

Apprenticeship

An amendment to the Alberta Apprenticeship Act deleted the words "for more than three months" from the section prohibiting the employment of any person in a designated trade for more than three months except under a contract of apprenticeship or with the authorization of the Provincial Apprenticeship Board. Thus any employment in a designated trade by a person eligible to be an apprentice (apart from employment under apprenticeship contract) is prohibited except with the permission of the Board.

The comparable section of the Newfoundland Act was also amended to delete the reference to a person "eligible to be an apprentice in any designated trade". This section now provides that no person between the ages of 16 and 21 who has not completed training as an apprentice may be employed in a designated trade for more than three months in any year except under a contract of apprenticeship or with a permit from the Provincial Apprenticeship Board.

"Improver" and "prospective apprentice" are now defined in the Newfoundland Act, and the Board is required to register all improvers and prospective apprentices as well as all apprentices.

An "improver" is defined as a person who is or has been employed in a designated

trade and who, in the Board's opinion, requires training to qualify for journeyman status.

By "prospective apprentice" is meant a person who has satisfied the Board that he is a suitable person to be a party to an apprenticeship contract, who has been registered with the Board, and who is to enter into a contract of apprenticeship.

Authority was given to the Lieutenant-Governor in Council to make regulations, on the recommendation of the Board, fixing the living allowances which may be paid to improvers while they are attending full-time training courses.

The regulations may also prescribe the conditions under which allowances may be paid to improvers (as well as to apprentices and prospective apprentices, as formerly) and may provide for the repayment in whole or in part of allowances by apprentices or improvers who discontinue training courses and by prospective apprentices who do not continue pre-apprenticeship courses.

Changes were made with respect to the composition of the Provincial Apprenticeship Board which, as before, is to consist of a chairman, an official of the Department of Labour, an official of the Department of Education and an equal number of representatives of employers and employees. It is now provided that there must be at least two representatives of employers and two representatives of employees on the Board, of whom one of each must retire each year. Formerly, the Act provided for one or more representatives of each side, in equal numbers. Provision was also made for the appointment of an alternate employer representative and an alternate employee representative on the Board, to serve in the absence of a regular member and to hold office for two years. Both regular and alternate representative members may be re-appointed.

By an amendment, deemed to have been in force from November 1, 1954, the Provincial Apprenticeship Board was authorized to appoint boards to conduct trade tests and final examinations of apprentices and for the granting of improvers' and journeymen's status.

Regulation of Trade Schools

In both Ontario and Quebec, legislation was enacted setting out stricter requirements for the operation of private vocational or trade schools. The emphasis in this legislation is on closer Government supervision with regard to registration and inspection and on the safety of the school premises and equipment. In Ontario, trade schools are required to be registered with the

Minister of Education, and in Quebec the operator must obtain a permit from the Minister of Youth.

The amendment to the Ontario Trade Schools Regulation Act provides that the Minister or any person authorized by him in writing may inspect a trade school "to determine the safety of the premises and the operation thereof". To obtain registration an applicant must be able to furnish a certificate from an authorized inspector certifying as to the safety of the premises, and an existing registration may be cancelled if a school is found to be unsafe.

The Act empowers the Minister to issue a certificate of registration to an applicant complying with the requirements of the Act. In a further amendment, the Minister was authorized to refuse registration "where, in his opinion, the registration or renewal should not be granted".

The Act now also provides that a trade school giving instruction in a trade which is designated under the Apprenticeship Act may be registered if the Minister of Labour gives his consent. Previously, such trades were exempted from the Act.

In Quebec, a new Act, cited as the Private Vocational Schools Act, was passed, replacing the former Trade-schools Act and making provision in greater detail for Government supervision of private schools giving vocational education.

The Act now provides that the permit required for the operation of a private vocational school is to be issued on an annual basis, expiring on June 30. Regulations under the Act provide that the annual report required to be made by each school before April 1 of each year is to serve as an application for the renewal of a permit.

As before, the Minister or his authorized representative may inspect a school and inquire into its methods of instruction, the competency of its instructors, its text-books, registers, advertising matter and account books, and he may suspend, cancel or refuse to renew a permit where the conditions under which it was issued have not been fulfilled or the regulations observed.

As before, the Lieutenant-Governor in Council may make regulations regulating the operation of trade schools in all respects. Among other things, the regulations may require a person keeping a school to furnish security to guarantee compliance with his obligations towards his students, and establish standards respecting the number of hours to be devoted to subjects taught, the equipment required, the quality of the courses, the qualifications of instructors and other matters.

Gas Distribution

In Quebec, a new Act, cited as An Act respecting the Electricity and Gas Board and Public Safety, was enacted to provide for the regulation of the distribution and use of natural and manufactured gas in the province.

General regulatory power over the conveyance, possession, distribution and use of gas is vested in the Electricity and Gas Board, which is empowered to make regulations, subject to the approval of the Lieutenant-Governor in Council, respecting public safety and the prevention of accidents; to adopt any code or technical standard which it deems appropriate; to designate one or more organizations to test gas apparatus; and to order that only approved apparatus may be installed.

The Act prohibits the installation of any gas apparatus not conforming to the requirements of the regulations. Distributors are forbidden to supply gas to a consumer if it is to be used by means of defective or unapproved apparatus or in a building where the piping, to the distributor's knowledge, presents a risk of accident.

The Board is given powers of inspection and may conduct any inquiry deemed necessary to satisfy itself that the legislation is being observed. It may issue orders to any owner or operator of a conveyance system, to any distributor or consumer of gas or to any person in charge of the installation or repair of gas apparatus if such orders are considered expedient for greater safety. Failure to comply with an order gives the Board the right to carry out its provisions by any means at its disposal, including the demolition, removal, confiscation and replacement of defective installations or apparatus, and to recover from the offender the amount of the expenses incurred in so doing.

Boilers and Pressure Vessels

New Brunswick replaced its Stationary Engineers Act and Newfoundland its Boiler and Pressure Vessel Act by new statutes, and the British Columbia Boiler and Pressure-vessel Act was amended.

Both new statutes were enacted after careful review of comparable legislation in other jurisdictions. Many of the changes are in terminology and in a more orderly presentation of sections. The result in each case is a more up-to-date law and one which is more in line with those in the other provinces.

Besides making certain administrative changes, the New Brunswick Act provides for the issue of "learner" type permits for a period of up to six months, requires the annual inspection of insured boilers and pressure vessels, and sets out the qualifications required for inspectors' certificates of competency. Previously, the Act provided for an annual inspection of only uninsured boilers and pressure vessels.

The Act now provides for the appointment of a Chief Boiler Inspector. At present the Chief Factory Inspector is also Chief Inspector of the Boiler Inspection Branch of the Department, and boiler inspectors also act as factory inspectors.

As before, the Lieutenant-Governor in Council may appoint qualified persons as "Examiners" and boiler inspectors. The Royal Gazette of June 17 contained a notice of appointment of three Factory and Boiler Inspectors of the Department of Labour as Examiners under the Act.

Provisions regarding the Board of Examiners for the examination of candidates for licences as stationary engineers or boilermen were revised to provide for equal representation of labour and management on the Board and to fix its tenure of office. Instead of providing for a Board of three or more persons, the Act now states that the Board is to consist of not more than five persons, a chairman and not more than four other members, equally representative of labour and management. As before, all members must hold first class stationary engineers' licences. A new five-member Board of Examiners was recently appointed to replace the six-member Board appointed under the former Act.

The new Act provides that at least two members of the Board, or a member and an Examiner, may examine candidates for licences. Under the former provisions, one Board member or an Examiner was permitted to hold an examination.

The Act uses the terms "heating plant" and "power plant" instead of the former classifications of Boiler Plant Class A, B and C, and Steam Power Plant Class A and B. Heating plants are classed as "high pressure" and "low pressure". As before, boilers, pressure vessels and plants of less than a specified capacity are exempted from the Act. It is now stipulated that "pressure vessel" does not include a hot water tank or pneumatic tank having a diameter of less than 24 inches. A definition of "refrigeration plant" has been added.

The Act does not materially change the duties which the holders of various classifications of licences may undertake. The

holder of a boilerman's licence may now operate a low-pressure heating plant of up to 200 h.p. (formerly, less than 100 h.p.), and third and fourth class licence holders, in addition to being permitted to operate certain sizes of plant, may now have charge of small plants of specified horse power rating.

The Act contains new provisions with respect to the practical operating experience required for the different classes of licences, requiring for a boilerman's licence three months' experience under supervision, for fourth class six months under supervision, for third class two years under supervision, for second class a total of four years, and for first class a total of six years' practical operating experience.

A new provision empowering the Chief inspector to issue a permit for a period not longer than six months will enable a candidate to obtain the practical operating experience required to be eligible to write the examination for a fourth class or boilerman's licence.

Under the former provisions, persons licensed in another province might be granted, with or without examination, such class of licence as the Board deemed fair and reasonable. It is now provided that, if the Board at its discretion grants a licence without examination, it is to be one class lower than the licence held in the other province, or, if the candidate successfully passes the prescribed examination, he may be issued a licence of the same class as he held in the other province.

As before, during the temporary absence of an engineer due to illness or other emergency or on holidays, the Chief Inspector may authorize an engineer holding a licence not more than one class lower to act in his stead. The period of such replacement is now limited to 30 days.

Another change is that the Act now contains a requirement that insured boilers and pressure vessels must be inspected annually. Insured boilers are ordinarily exempt from departmental inspection and are inspected by inspectors of boiler insurance companies. As before, such inspectors must hold certificates of competency issued by the Department of Labour. An insurance company is required to send a copy of each report of its boiler inspectors to the Chief (Government) Inspector. As before, boiler insurance companies may be required by the Chief Inspector to furnish him with information as to the persons carrying insurance on boilers or pressure vessels in the province.

Several new safety provisions were added. One of these states that, when inspecting

a boiler or pressure vessel, a government or boiler insurance company inspector may set and seal the safety valves, whereupon no other person may alter the setting of a valve or tamper with the seal without obtaining the consent of a departmental inspector.

The Act also forbids the making of repairs or alterations which may affect the working pressure of a boiler or pressure vessel without the authorization of the Chief Inspector.

The powers of the inspector are now explicitly set out in the Act. If an inspector has reason to believe that a boiler is in an unsafe condition, he is authorized to prohibit its operation until it is made safe and approved by an inspector. The powers of the inspector include the authority to investigate accidents.

A further new section requires the reporting of accidents. Any explosion causing damage to a boiler or pressure vessel must be reported to the Chief Inspector by telephone or telegraph immediately, and a written report of the accident must be sent within 24 hours, giving specific particulars.

A new feature of the Act is that it now sets out the qualifications required for inspectors' certificates of competency. To qualify as Government inspector or boiler inspector for an insurance company, a candidate is required to

1. hold a valid certificate issued by the National Board of Boiler and Pressure Vessel Inspectors; or

2. have had 10 years' experience in a plant of more than 600 h.p. and hold a first class stationary engineer's licence; or

3. have passed the Boiler Inspectors' Examination prescribed by the Chief Inspector, and have had at least five years' experience in designing, constructing, installing or operating plants of more than 600 h.p.; or

4. hold a boiler inspector's certificate issued in any other province, and have had at least five years' experience as under 3.

Any candidate meeting the necessary requirements may be issued a certificate of competency.

Newfoundland

Subject to certain exclusions, the Newfoundland Act applies to all boilers, pressure vessels and pressure plants within or subject to the legislative authority of the province. Various types of plants (steam plants, hoisting plants, traction plants, compressed gas plants and refrigeration plants) are no longer specifically listed in the Act. Boiler, pressure vessel and pressure plant are defined in more general terms than in the former Act.

As before, boilers used solely for heating purposes in residential buildings occupied by not more than four families, and boilers, pressure vessels and plants of less than a specified capacity are exempted from the Act. Refrigeration systems having a capacity of five tons or less of refrigeration are now excluded. Previously, those having a capacity of less than three tons of refrigeration in 24 hours were outside the Act.

Boilers, pressure vessels or pressure plants used in the operation of a mine subject to the Regulations of Mines Act, and pressure vessels or shipping containers used in connection with a vehicle subject to the Highway Traffic Act are exempted.

Also excluded are: (1) a boiler connected to an open-type hot water heating system; (2) a pressure vessel operated at a pressure of 15 pounds or less; (3) a pressure vessel having an internal diameter of 24 inches or less used for the storage of hot water for domestic purposes; (4) a pressure vessel having an internal diameter of 24 inches or less containing both liquid and air used exclusively for hydraulic purposes at atmospheric temperatures or used to serve as a cushion in a water-pumping or heating system; and (5) a compressed gas system having a motive rating of $7\frac{1}{2}$ h.p. or less.

In addition to these statutory exemptions, the Act confers on the Lieutenant-Governor in Council power to exempt any boiler, pressure vessel or plant from the operation of the Act or the regulations.

Railway locomotives and boilers subject to the jurisdiction of the Board of Transport Commissioners and boilers subject to inspection under the Canada Shipping Act were omitted from the list of exclusions as being within the legislative authority of Parliament.

As before, no person may be appointed an inspector under the Act unless he holds a certificate of competency of the class prescribed by the regulations. Persons financially interested in the manufacture, distribution or installation, as well as sale, of boilers or related equipment are barred from appointment as inspectors.

Inspectors are charged with the duty of inspecting each boiler, pressure vessel or plant in their territory "once in every year or more or less frequently on instructions from the Chief Inspector". As before, an inspector must inspect "forthwith" any boiler which he has reason to believe is unsafe, and the Act now stipulates that he must do so whether or not he has received instructions from the Chief Inspector and whether or not the boiler is in an area assigned to him.

The duties of an inspector in making an inspection are practically the same as in the previous Act, with the addition of a provision requiring him to satisfy himself that each welder employed in the welding of a boiler holds a certificate of competency.

A further section sets out in orderly fashion the powers of the inspector, first enumerating the things which the inspector may himself do, and, secondly, the things which he may require an owner to do.

Powers of the inspector do not differ materially from those set out in the previous Act. In certain circumstances, however, the inspector is permitted to act on his own authority rather than at the direction of the Chief Inspector.

Acting on the instructions of the Chief Inspector, an inspector may cancel an inspection certificate or certificate of approval if the owner has failed to carry out the inspector's instructions within a reasonable time. Formerly, under unsafe operating conditions, an inspection certificate was cancelled by the Minister.

At the direction of the Chief Inspector and with the Minister's approval, an inspector may shut down and seal a boiler, pressure vessel or pressure plant, the design of which has not been approved or which is being operated without a certificate of inspection or certificate of approval. There was no previous provision for sealing a boiler for these reasons.

As before, however, a boiler may be shut down if, in the inspector's opinion, it is in an unsafe condition or is being operated in a dangerous manner. Previously the inspector could seal the boiler only on the instructions of the Chief Inspector. Under the present Act, he may do so on his own initiative but must immediately notify the Chief Inspector. The Act no longer specifically provides for the shutting down of a boiler which is being operated by persons without the proper certificates.

A new provision authorizes an inspector to require a welder to be re-tested, if he suspects that the welder has lost his proficiency.

An inspector is also authorized to investigate accidents on his own authority or as the Chief Inspector may require. Where, in his opinion, there are not sufficient persons employed for the safe operation of a plant, he may require the owner to engage additional engineers and other persons. He may also require an owner to engage engineers to supervise a plant in which steam-driven machinery is operated but in which steam is not generated for the operation of the plant. In such instances, the

owner was previously required to act if directed to do so by the Chief Inspector.

A section enabling an inspector to require an owner to replace any person engaged in the operation of a plant contrary to the Act was omitted.

Section 8 deals with the duties and responsibilities of an owner of a boiler, pressure vessel or pressure plant. Sub-section (1) states that an owner "shall not cause or permit" specified action to be taken; subsection (3) sets out various duties which the owner is required to perform. However, the responsibilities of an owner are not modified to any great extent by the new Act. The owner is forbidden to cause or permit a boiler or pressure vessel to be operated unless a certificate of inspection or certificate of approval is in force, or, except with the Chief Inspector's written permission, after the expiry date specified on the certificate. He may not require any person to do any welding on a boiler unless the welding is required by an inspector or authorized by the Chief Inspector and is performed by a welder who holds a certificate of competency.

The owner is required to notify the Chief Inspector before a boiler, pressure vessel or pressure plant is installed and on completion of the installation. Formerly, a person installing a high pressure boiler was required to notify the Chief Inspector and obtain his permission in writing.

On the request of the Chief Inspector, the owner is required to supply him with the names of the chief engineers, shift engineers and firemen employed by him, together with the index number, class and date of issue of the certificate held by each. He is also obliged to furnish the Chief Inspector with the same information regarding any new engineer or fireman whom he engages, and to notify the Chief Inspector when an engineer or fireman leaves his employ.

As before, certificates of plant registration and engineers' and firemen's certificates of competency are issued by the Minister.

Provision is now made for welders' certificates of competency. Like the certificates already mentioned, welders' certificates are issued by the Minister on the recommendation of the Chief Inspector or the Board of Examiners (see below). Upon due cause being shown and on the recommendation of the board or the Chief Inspector, the Minister may cancel, suspend or recall any certificate issued by him and prescribe conditions upon which it may be renewed or restored.

Certificates of inspection are now to be issued by the Chief Inspector rather than

the Minister. In addition to certificates of inspection, the Act authorizes the issue by the Chief Inspector of certificates of approval. Such a certificate is *prima facie* evidence of the affidavit of the manufacturer of a new boiler or pressure vessel and authorizes the operation of a boiler or pressure vessel until an inspector's next regular visit. Such certificates were provided for in a 1953 amendment to the Act with respect to a boiler or pressure vessel of a registered design which was built and shop inspected outside Newfoundland.

The Chief Inspector is authorized to extend the date of expiration of a certificate of inspection where he is satisfied that exceptional circumstances exist and that an extension would not be inconsistent with safe practice.

Provision is now made in the Act for a Board of Examiners, consisting of the Chief Inspector as chairman and two other members, to examine candidates for engineers' or firemen's certificates and to advise the Minister and perform other duties in connection with the issue of certificates of competency and certificates of plant registration.

The Act now also provides for the appointment of an advisory committee, as in Alberta. The committee is to consist of an officer of the Department of Labour, other than an inspector, a representative of manufacturers of boiler equipment, a representative of the owners of such equipment, and two engineers holding first class certificates and actively engaged in the operation of boilers or pressure vessels. The advisory committee is to assist and advise the Minister with respect to appeals, which are now provided for, and any other matters relating to the administration of the Act.

Persons dissatisfied with an inspection or with a decision or order made under the Act or regulations are given the right to appeal to the Minister, within one month or such further time as the Minister may allow, and a procedure is laid down for the conduct of such appeals. The Minister's decision on the matter, which may be given either without a hearing or after he or the advisory committee has heard the appeal, is final and he may order such costs to be paid as he deems just.

Subject to the Act and regulations and the approval of the Minister, the Chief Inspector is authorized to adopt by reference, and inspectors must enforce, the whole or any provisions of any code or standards. Previously, the Lieutenant-Governor in Council was authorized to make regulations adopting, with or without modifications, any relevant codes, rules or standards.

As before, the classes of certificates of competency to be held by engineers and others employed in the operation of a pressure plant, and the requirements to be met by candidates for such certificates are to be dealt with by regulations. The new Act gives the Lieutenant-Governor in Council wider scope in the making of regulations, setting out in greater detail the subjects which may be dealt with by order in council.

No change was made in the penalties provided for offences under the Act, except that a person who does welding without being the holder of a certificate of proficiency is made liable on summary conviction to a fine of up to \$50 for each offence. The same penalty may be imposed for operating a boiler, pressure vessel or plant without a proper certificate.

The Act is to go into force on proclamation.

British Columbia

Amendments to the British Columbia Act were of a minor nature. The Act requires a person who installs a boiler to notify the Chief Inspector before the plant is put into operation. A new provision states that no person may begin the installation or alteration of a low-pressure boiler plant until he has obtained a permit from the Chief Inspector.

A change was also made in respect to the duties which a boiler operator Class A is permitted to perform. A boiler operator Class A is now qualified to take charge of a high-pressure steam boiler, used for heating purposes only, of up to 100 h.p. (formerly, 50 h.p.), and he may, as before, take charge of a low-pressure steam heating plant not exceeding 200 h.p.

Another provision relates to the performance by an engineer in charge of a high-pressure steam plant of other duties not connected with its operation. Previously, the Act placed an obligation on the engineer not to attend to other duties which might endanger the safety of the plant.

The section, as revised, makes an inspector the judge as to whether the performance of the duties might endanger the safety of the plant, and places an obligation on the owner not to require or permit the engineer to engage in any work considered by the inspector as liable to endanger safety.

Mines

The Saskatchewan Mineral Resources Act was replaced, and a new clause added stating that one of the purposes of the Act is to promote safety in mines and mining operations. The Lieutenant-Governor in

Council was authorized to make regulations covering, among other matters, the safety and welfare of persons engaged in mining.

Minor amendments designed to promote safety were made to the mining Acts of several other provinces.

Additional safety requirements were added to the Ontario Mining Act. The amending Act adds the rule that, in open pits or quarries where the extent of the operation makes a shouted warning before blasting ineffective, warning must be given by siren or its equivalent in an approved manner.

The Act also makes provision for stopping traffic on public roads affected by blasting, and requires a record to be maintained of the particulars of blasting in rock quarries.

Other amendments amplify the section which lists the warning equipment required for locomotives and other vehicles and lay down rules for its use. Provision is made for safety stations, wherever there is both pedestrian traffic and trackless haulage, unless there is a total minimum clearance of at least seven feet. New provisions set compulsory standards for conveyor belts.

An amendment to the Nova Scotia Mines Act enlarges the scope of the duties of electrical inspectors to include inspection of electrical equipment in all mines and quarries. Previously, electrical inspectors were authorized to inspect only mines subject to the Coal Mines Regulation Act. The Metalliferous Mines and Quarries Regulation Act was amended to provide that, where the operation of a mine involves shaft sinking to a depth of more than 20 feet, adit work of more than 100 feet or the use of more than 100 h.p., the owner is required to engage a professional engineer in a position of responsibility, either at the mine property or in a regular consulting capacity.

An amendment to the Manitoba Mines Act empowers the Oil and Natural Gas Conservation Board to take steps to remove any hazard to life or health, if an oil or gas well is being operated in contravention of the Act.

Radiation Hazards

In Ontario, a new clause was added to the Public Health Act authorizing the Minister of Health, with the approval of the Lieutenant-Governor in Council, to make regulations regulating, restricting or prohibiting the installation, use, movement, handling, maintenance, storage or disposal of sources of ionizing radiation used otherwise than in commerce or industry, or any class of them.

Health of Employees in Work Camps

Other amendments were made to the Ontario Public Health Act with respect to medical and hospital care of workmen in lumber, mining and other camps in districts without municipal organization. These amendments were made in consequence of the introduction of the provincial system of hospital insurance under the Hospital Services Commission Act.

Regulations of the Minister of Health governing the provision of medical care for employees in work camps are no longer to provide for the erection of hospitals or for the establishment by employers of any general scheme or arrangement for hospital care of employees. The Minister may, however, make regulations, subject to the approval of the Lieutenant-Governor in Council, respecting any scheme or arrangement for hospital care of employees who are not residents as defined by the regulations under the Hospital Services Commission Act, and who are not entitled to receive insured services under a hospitalization plan administered by the government of another province.

Such a scheme must provide for hospital care as long as medically necessary for a period not exceeding 90 days, whether the employee is hospitalized in Ontario or elsewhere in Canada.

Where an employer has established a scheme for non-resident employees, he may deduct monthly from such workmen's wages the amount of the monthly premium payable by a single person under the Hospital Services Commission Act.

As before, an employer who has established a scheme or made a contract with a qualified physician under which the employer is responsible for the medical and surgical care of his employees for a period not exceeding 30 days in respect of each illness may deduct the amount prescribed by the regulations, but not exceeding \$1.50 per month, from the wages of each employee.

Miscellaneous

In Alberta, legislation was enacted to divide the Department of Industries and Labour into two separate departments—a

Department of Industry and Development and a Department of Labour. The Speech from the Throne said this action would be taken "having regard to the tremendous increase in industrial activity during the past decade and recognizing the marked increase in the number of industrial workers".

The Manitoba Department of Labour Act was amended to provide for the appointment of an Examiner to travel throughout the province and conduct hearings on behalf of the Manitoba Labour Board. Previously, complainants were required to go to Winnipeg to present their cases to the Board.

The Manitoba Winter Employment Act was amended to permit the "winter months" during which municipal winter works projects might be undertaken to be extended by regulation beyond the month of April. Under this authority, a regulation was issued naming May as a winter month for the purposes of the Act.

In Quebec, an Act respecting municipal loans with regard to unemployment was enacted, enabling municipalities to take advantage of federal assistance in winter employment projects during the period from December 5, 1958 to May 2, 1959.

In New Brunswick, the Seasonal Employment Act provided for the establishment of an advisory committee, consisting of not fewer than three and not more than seven persons representing labour, management and government, to study the employment situation in the province and to co-ordinate seasonal employment programs carried on by public authorities and private enterprises. The committee may also initiate studies of seasonal employment trends and perform other duties as the Minister of Labour may prescribe. Under this authority, an Advisory Committee on Seasonal Employment has been appointed, with the Deputy Minister of Labour as chairman.

An amendment to the Quebec Cities and Towns Act gives a municipal council authority to require employees of a grocery or butcher shop to undergo an annual medical examination. Municipal councils were already empowered to impose this requirement on hotel and restaurant employees.

Family Allowance Payments Total \$40,986,939 in September

In September 1959 family allowances distributed amounted to \$40,986,939 compared with \$39,640,028 in September 1958.

The average allowance for each child was \$6.68 in September 1959 compared with \$6.68 in the same month of 1958. Each family received an average of \$16.23 in 1959 and \$16.12 a year earlier.

The number of families receiving the allowance in September 1959 was 2,524,936; in that month in 1958 it was 2,458,377.

Allowances were paid for 6,132,533 children in September 1959 compared with 5,936,285 in September 1958.

Legal Decisions Affecting Labour

Two British Columbia decisions deal with restraint of picketing by injunction
Ontario county court has ruled on right to notice on termination of employment

In the Supreme Court of British Columbia an injunction restraining a printers' union from picketing was dissolved on the grounds that the circumstances in which irreparable damage might be apprehended no longer existed. In another application before a county judge, after the coming into force of the Trade-unions Act, an injunction restraining picketing of a lumber company was continued on the ground that the company had ceased to be the employer.

In an Ontario division court case a woman hired for an indefinite period and paid weekly on an hourly basis was awarded damages when her employment was terminated without notice.

British Columbia Supreme Court...

...dissolves *ex parte* injunction against union on the grounds that emergency had ceased to exist

On March 3, 1959, Mr. Justice Macfarlane of the British Columbia Supreme Court dissolved an *ex parte* interlocutory injunction restraining picketing by a printers' union. He held that if there is no longer danger of immediate damage, the *ex parte* injunction should not be continued, especially where it would affect an undoubted right of employees to strike.

The following were the circumstances of the dispute, as reported in the reasons for judgment.

A collective agreement between Evergreen Press Ltd. and Local 226 of the Vancouver Typographical Union expired on May 31, 1958. A conciliation officer appointed in July by the Minister of Labour failed to bring about an agreement and recommended the appointment of a conciliation board. The main obstacle to reaching the agreement with the company was that the unions involved could not agree on jurisdiction. A board of conciliation was appointed in August; the meeting of the board on September 16 failed to settle the dispute.

Some time prior to this, the Amalgamated Lithographers of America, Local 44, and its members, who were employees of the plaintiff company and of three other firms involved in the conciliation proceedings, had commenced action against Local 226 of the Typographical Union, the defendant union in the case at bar. On September 23, 1958, Local 44 obtained an injunction

restraining Local 226 from entering into or carrying on collective bargaining with the employers concerned regarding certain categories of workers.

On November 13, 1958, the employees belonging to Local 226 took a strike vote and voted in favour of a strike.

On January 29, 1959, Local 44 of the Amalgamated Lithographers obtained an amendment to the injunction previously granted on September 23 restraining Local 226 of the Typographical Union from picketing the premises of any of the employers and from causing a nuisance adjacent to their premises and from other acts of interference until the trial or until Local 226 would give the Court an undertaking that the union would not enter into a collective agreement covering the workers doing paste-up work or performing any lithographic offset production work.

Picketing of the company's premises, which began on January 23, 1959, was discontinued until January 30, the day after the order amending the injunction was issued. Pickets continued to watch the premises on February 2 and 3, when the undertaking above referred to was given. In the afternoon of February 4, the pickets reappeared at the premises. On February 9, some trucks refused to load and complete delivery of material to the plaintiff company because of interference with the drivers.

On February 10, Mr. Justice Marfarlane granted *ex parte* an interlocutory injunction against picketing of the company's premises.

After the granting of this interlocutory injunction, Local 226 of the Typographical Union moved that the injunction be dissolved or varied.

Local 226 claimed that the affidavits did not disclose (a) that there was an emergency permitting the order to be made *ex parte*; (b) any evidence that the conduct of the defendants was unlawful; or (c) the irreparable damage which the company claimed to have suffered and to continue to suffer.

At the hearing, counsel for the union submitted also that:

1. The essence of the claim for the injunction was damages to be recovered in a representative action. As, however, an action for damages, the union claimed, would not lie against representative defendants,

the whole relief claimed was for injunction. Where an injunction is the whole relief claimed, an interlocutory injunction which would dispose of the whole matter could not be granted.

2. The terms of the injunction order, which included among the parties enjoined "all persons acting with knowledge of this order" who were not parties to the action, should be excluded and the order varied accordingly.

As to whether an action for damages would lie against representative defendants, Mr. Justice Macfarlane was of the opinion that claims for damages could be pursued in an action for damages against several or representative defendants. He relied in this respect on the judgment of Mr. Justice Clyne in *Kuzych v. White*, (1952) 4 D.L.R. 681 with reference to the interpretation placed on *Supreme Court Rules* (B.C.) O. XVI, r. 9.

Dealing with the union's contention that there was no emergency justifying an *ex parte* injunction, and that union's conduct was not unlawful, Mr. Justice Macfarlane noted that an emergency means an occasion when by sudden action immediate or irreparable damage is being done or apprehended. The element of time is a factor in consideration of whether an emergency exists. As to the argument that the conduct of the union was lawful, Mr. Justice Macfarlane pointed out that the evidence of the superintendents of the cartage companies would support both trespass and nuisance. The union argued that if the breach of the contract is brought about by the decision of the drivers not to cross the picket lines, that that was not evidence of procuring a breach of contract by the pickets. Mr. Justice Macfarlane was of the opinion that the evidence presented pointed to intimidation and was sufficient to justify a temporary injunction order.

The next argument the court dealt with was that the available evidence did not show fully and explicitly or at all the nature of the irreparable damage which the company claimed had been suffered.

The evidence showed that the company was under contract to deliver by March 1 the new telephone directory for Greater Vancouver. Failure to complete this contract in time, the company claimed, would expose the company to an action for damages for a breach of contract. As the period in which the immediate and apprehended damage might have arisen was about to expire or had already expired, Mr. Justice Macfarlane held that the necessity for continuing the injunction on that score had disappeared.

Next, Mr. Justice Macfarlane considered the relationship between the injunctions in other actions (already referred to) and the action of the defendant union. Local 226 claimed that the strike and picketing had nothing to do with the jurisdictional dispute, while the company's contention was that the only reason for the strike was to force the employer, notwithstanding the direction of the Labour Relations Board and the undertaking given, to employ its members to do the work given by the Board to the members of the Lithographers. Further, the company contended that the refusal by the union to discuss its demands would support the company's contention; consequently the injunction was rightly granted and should be continued.

The question was whether, if the company's claim was true, one should hold that the strike was unlawful as being in contravention of the undertaking given by the union in other actions referred to above.

If the purpose or object of the strike was, on the part of the union, to impose the employment of its members against the members of the Lithographers, then, in the opinion of Mr. Justice Macfarlane, the strike was unlawful. Referring to the *Aristocratic Restaurants* case and to other cases, he found it difficult to distinguish between what was the purpose and what was the extraneous object of the defendant union. To obtain an interim injunction the applicant has to show that he has a case to be tried and not that his position is incontestable. However, in view of the fact that the period in which the irreparable damage would be done had expired, Mr. Justice Macfarlane came to the conclusion that the injunction should not be continued, at least in its actual form. The continuation of the injunction would, in his opinion, more likely affect the right of the employees to strike, which is a right that is conceded to be theirs. Consequently, he set aside the injunction that he previously granted, leaving the plaintiff company to apply again on fresh grounds if the activities of the picketers were such as to amount to trespass or nuisance or any unlawful act. *Evergreen Press Ltd. v. Vancouver Typographical Union Local 226 et al*, (1959) 18 D.L.R. (2d) p. 401.

County Court in British Columbia...

...grants interim injunction against picketing of lumber company because strike notice not valid

On June 30, 1959, Mr. Justice Dawson of the West Kootenay County Court, Nelson, B.C., allowed an application for an interlocutory injunction prohibiting picketing by an International Woodworkers of America local on the basis that the

strike notice was not valid and therefore the picketing was illegal and should be restrained. On July 20, 1959, the same judge dismissed an application to dissolve the injunction and upheld the original order.

The circumstances of the dispute, as related in the reasons for judgment, were as follows.

Local 1-405 of the International Woodworkers of America was certified in August 1958 as a bargaining agent of the employees of Goloff Lumber Company. However, no collective bargaining agreement was reached and a report of a conciliation board was rejected by the Company. On April 27, 1959, a strike vote was taken, the result being in favour of a strike.

A notice of intention to strike, dated May 19, 1959, was sent to the plaintiff.

Meanwhile, according to the plaintiff, he closed his logging camp in January 1959 and since that time had not employed any men.

However, on May 17, 1959, he entered into a contract with Tomilin providing for Tomilin as an independent contractor to operate the business using the Goloff company's equipment. The contract also stipulated that Goloff would make the deductions for workmen's compensation and unemployment insurance from the payroll provided by Tomilin.

The union argued that the contract with Tomilin was a sham one contrived to deprive the union of its bargaining rights and that the plaintiff continued to be the actual employer instead of Tomilin.

The Court, however, was of the opinion that the evidence was not conclusive enough to impugn the contract between Goloff and Tomilin. Consequently, Mr. Justice Dawson accepted the contract as valid and *bona fide*, and under the contract the employees were the employees of Tomilin.

Further, the union argued that even if the contract was *bona fide*, it did not deprive the union of the right to picket in a legal strike against the plaintiff Goloff. To support this contention, the union relied on the judgment of the B.C. Court of Appeal in *Becker Construction Company v. United Association*, 26 W.W.R. at p. 231 (L.G., Dec. 1958, p. 1406). However, Mr. Justice Dawson was of the opinion that the facts and circumstances of the *Becker* case were different and that that judgment could not be an authority in the dispute under consideration.

A further submission by the union was that the right to picket the plaintiff's premises following a legal strike was continued by reason of Section 12 (11) of the Labour Relations Act. This section deals

with the procedure of certification of a union as a bargaining agent of a unit of employees, and provides that notwithstanding that a business or part of a business is leased, sold or transferred, the purchaser, the lessee or the transferee should be bound by all proceedings under the Act before the date of the sale, lease or transfer.

The union argued that under this section the union, having a legal strike against the Goloff company and with it the right to picket, was entitled to continue the picketing of the plaintiff's premises despite the contract which he had made with Tomilin.

Mr. Justice Dawson did not accept this submission. In his opinion Tomilin was an independent contractor and could hardly be held to come within the ambit of the words of the section as a purchaser, lessee or transferee.

Counsel for the plaintiff submitted that the strike against the plaintiff was not a legal strike. Section 3 (1) of the Trade-unions Act gives the right, where a strike is not illegal, for the union to picket an employer's business, operations or employment, but Section 3 (2) limits picketing to a strike that is legal under the Labour Relations Act. The right, then, to picket wholly depends upon whether or not the strike is legal within the requirements of the statute.

Counsel for the plaintiff submitted that the strike was not legal because the notice of strike dated May 19, 1959 said that the union "may take strike action after forty-eight hours has elapsed from the time that this notice was given". Section 50 (2) (b) of the Labour Relations Act provides that no employee shall strike until the employer is given written notice that the employees are going to strike and 48 hours have elapsed from the time such notice was given.

In the case of *Reg. v. J. H. McRae Company Ltd.*, 27 W.W.R., use of the word "may" instead of the statutory words "is going to" was held not to be merely an irregularity that could be cured under Section 70 of the Act. It was held there that the word "may" left the question indefinite and that the notice was invalid. Accepting the reasoning of the *McRae* case, Mr. Justice Dawson held that the notice given on May 19, 1959 was also invalid.

Consequently, the strike against the plaintiff was not a legal strike within the statutory requirements because a valid notice had not been given.

Picketing being prohibited except in the case of a legal strike, Mr. Justice Dawson held that the picketing in question was not legal picketing and should be enjoined. The interlocutory injunction was granted.

After this decision, the union gave a new and valid notice of the strike to the plaintiff in accordance with the Act and then applied for the dissolution of the interlocutory injunction granted on June 30, 1959. The application was directed to Mr. Justice Dawson, who had previously granted the interlocutory injunction.

The hearing of the application took place on July 20. Since the union had disposed of the objection taken to the validity of the strike notice it remained to be decided whether the injunction was properly granted on the other remaining issues.

The new evidence produced by the union consisted of the production of certain photostat copies of cheques dated June 23, 1959, paid to certain wage earners under the Tomilin contract, signed by Goloff.

Also, the union alleged that he did not pay holiday pay on his alleged closing down in January 1959.

On the basis of this latter evidence, the union argued that if Goloff actually ceased to be an employer of labour in January, he was then required to pay holiday pay and that the fact that he did not do so should have been taken as proof that the employment was not terminated.

Goloff in his affidavit had given a sworn explanation of his failure, which seemed to Mr. Justice Dawson quite reasonable, and therefore in his opinion no valid inference was to be drawn from his default that the relationship of employer and employee continued after that time by reason of such default.

As to the issue of the cheques of June 23, 1959, the plaintiff had sworn that the cheques were delivered pursuant to Tomilin's payroll records with wage statements attached and so constituted advances to Tomilin. In view of these circumstances, Mr. Justice Dawson could not accept that by reason of the issue of these cheques the plaintiff had made himself or declared himself to be the employer of the men to whom the cheques had been issued.

Finally, the union raised a new issue. Referring to the plaintiff's application to the Labour Relations Board for a de-certification of the union for the unit of the Goloff Lumber Company, the union claimed that by this application the plaintiff had ousted the jurisdiction of the Court to deal with these issues and particularly the issue as to whether the plaintiff was an employer within the meaning of the Labour Relations Act. The union relied in this respect on Section 65 of the Act.

Mr. Justice Dawson rejected this claim. In his opinion, if the Legislature had intended to impinge upon the jurisdiction

of the Courts in matters which were *sub judice*, such an intention would be expressed in clear words.

In summing up, Mr. Justice Dawson noted that the defendant union had successfully disposed of the objection to the notice to strike by sending a correct notice and the strike was legal. Now the Court had to decide whether, apart from that issue, the plaintiff was properly entitled to the injunction that was previously granted. He found that no new material evidence had been adduced which would cause him to vary the opinions which he previously expressed. His ruling was that the plaintiff was entitled to the interlocutory injunction previously granted and the application to dissolve the injunction had to be dismissed. *Goloff v. Local 1-405, International Woodworkers of America*, C.C.H. Canadian Labour Law Reporter, Para. 15, 236; Para. 15, 237.

Ontario Division Court...

...rules employee paid by the week is entitled to a week's notice on termination of employment

In the County of York 8th Division Court on July 7, 1959, Mr. Justice McDonagh awarded damages to an employee who, hired for an indefinite period and paid weekly on an hourly basis, was dismissed without notice, holding that such an employee was entitled to one week's notice.

The plaintiff, Althea McGregor, was hired by McCulloch of Canada Ltd., on September 29, 1958, at which time she was told that there would be a three-month probationary period and that automatic increases would be contingent upon satisfactory work performance.

After having received two wage increases, the plaintiff was dismissed without notice on January 16, 1959, whereupon she made a claim for damages.

On examining the evidence, the judge found that, when hired, the plaintiff had not been told that she could be dismissed without notice. There was, he said, nothing to show that it was the practice of the defendant company to dismiss employees such as the plaintiff without notice or that the claimant was aware of the practice, nor was there any evidence that the plaintiff had been dismissed for cause.

Accordingly, the judge decided that, having been hired for an indefinite period and paid on a weekly basis, the plaintiff was entitled to a week's notice and awarded her the amount claimed, together with costs. *Althea McGregor and McCulloch of Canada Ltd., County of York 8th Division Court, July 7, 1959 C.C.H. Canadian Labour Law Reporter, Para. 15, 238.*

Recent Regulations under Provincial Legislation

British Columbia order raises minimum wages of elevator operators and starters
Alberta revises its apprenticeship regulations for the radio technician trade

In British Columbia, a new minimum wage order set a minimum wage of 75 cents an hour for elevator operators.

In Alberta, revised apprenticeship regulations for the radio technician trade provide that preference will be given to applicants who have completed Grade XI with a "B" standing in Mathematics 20 and Science 20 and increase the term of apprenticeship from three to four years.

In Nova Scotia, the split-shift provision was deleted from the women's minimum wage orders.

Other regulations deal with procedures for conducting government-supervised pre-strike and pre-lockout votes in British Columbia; safety standards for aerial tramways, ski tows, inclined passenger lifts and gas-burning appliances in Alberta; and sanitary standards and medical services in work camps in Ontario.

Alberta Apprenticeship Act

The Alberta Apprenticeship Board recently revised its regulations for the radio technician trade, the principal changes being in the provisions respecting eligibility, term of apprenticeship and quotas.

The minimum age of entry is 16 years, as under the Act. No minimum educational standard is set but preference will now be given to applicants who have completed at least Grade XI with a "B" standing in Mathematics 20 and Science 20. Candidates who have not the required standing may become eligible on the recommendation of the Local Advisory Committee and the approval of the Director after passing an appropriate examination.

The term of apprenticeship has been increased from three to four years, including the three-month probationary period. As is customary in most trades, time-credits will be given to persons with previous experience in the trade or who have completed approved vocational or technical courses.

The ratio of apprentices to journeymen in any establishment is now one to one instead of one to two. As before, an employer who employs one journeyman or who is himself a journeyman is permitted one apprentice. The provincial quota has been dropped.

The minimum wage rates have been amended to conform with the change in the term of apprenticeship. The minimum

payable during the first 12 months of registered employment is 50 per cent of the prevailing journeyman's wage, increasing by 10 per cent every 12 months following successful completion of the years technical training. Formerly, the minimum for an apprentice radio technician was 40 per cent of a first class journeyman's wage during the first six months with automatic increases of 10 per cent every six months until the fifth and sixth six-month periods, when the rates increased by 5 per cent.

Alberta Factories Act

Aerial tramways, chair lifts, ski tows and rope tows, and inclined passenger lifts were declared to be factories within the meaning of the Factories Act by proclamation, gazetted August 15, under the section of the Act that permits the Lieutenant-Governor in Council to include structures or premises within the definition of a "factory".

Regulations governing the construction, operation and inspection of aerial tramways, chair lifts, ski tows and rope tows were gazetted as Alta. Reg. 264/59, effective September 1, 1959. Those governing the construction, operation, maintenance and inspection of inclined passenger lifts were gazetted as Alta. Reg. 267/59 and apply to installations made after August 5, 1959.

In both cases, the regulations require that before construction is begun, plans and specifications for the installation must be endorsed by a professional engineer and submitted by the owner for approval to the Factories Branch of the Department of Labour.

Aerial Tramways and Ski Tows

Aerial tramway and ski tow installations must be inspected by the Factories Branch on completion of construction, before operation, and annually afterwards. Provision is also made for daily inspection by the operator and for weekly and annual inspection by the owner. The owner is responsible for adequate maintenance.

Detailed general regulations set out operational safety requirements.

Inclined Passenger Lifts

The regulations governing inclined passenger lifts set out detailed safety provisions with respect to runway enclosures, landing enclosures, enclosure clearances, machine rooms, machine supports and factors of

safety, car clearance, counterweight clearance, landing doors or gates, landing sills, guide rails, car enclosure, car safeties, car speed governors, machines, terminal stopping and safety devices, operation and control of lifts, limits of speed for lifts, rope requirements, fastening car and counterweight ends of ropes, rope tags and buffers.

All electrical equipment must comply with the requirements of C.S.A. Canadian Electrical Code, Part 1.

Every new or altered installation must be tested on completion under the supervision of Department of Labour inspectors, whose clearance must be obtained before the equipment is put into regular service. Every installation must be inspected annually by the Department of Labour, and repairs or tests made as the Inspector directs.

Owners are responsible for maintaining equipment in a safe condition.

Inspectors are empowered to order any changes, improvements or repairs that may be necessary, even though the condition concerned is not specifically covered by the regulations.

Alberta Gas Protection Act

Alta. Reg. 637/57 (L.G. 1958, p. 411) was further amended by Alta. Reg. 266/59, gazetted August 15.

The amendment adds new sections relating to approval of gas burning appliances and equipment; high altitude deration of natural gas and liquefied petroleum gas appliances; and manual shut-off valves.

The new regulations require that natural gas and liquefied petroleum gas appliances and equipment must be of approved design and material and have a nameplate or label confirming approval or certification by a recognized testing agency.

Gas appliances must conform to C.S.A. B. 150 Specifications, if available; otherwise, the specifications of other standards organizations or the requirements of a testing agency may be recognized.

Appliances and equipment will be accepted if examined and tested, and approved or certified by the Canadian Standards Association, the Canadian Gas Association, the Underwriters' Laboratories of Canada or the Provincial Gas Protection Branch.

Effective May 1, 1960, certain specified gas appliances must be derated 10 per cent below sea level rating, and other appliances suitably derated if overfiring occurs due to high altitude conditions.

Gas appliances supplied with a control must have a manually operated appliance shut-off, other than the shut-off required

by the C.S.A. B. 149 Installation Code, downstream from all other controls.

British Columbia Labour Relations Act

Regulations under the British Columbia Labour Relations Act prescribing rules for conducting a government-supervised pre-strike or pre-lockout vote were gazetted on July 23 as B.C. Reg. 244/59.

Under the Act it is mandatory for a trade union or an employer's organization to take a vote by secret ballot before declaring a strike or lockout. If requested by either party, the Minister of Labour must appoint some person to supervise the vote.

The procedures laid down in the regulations are similar to those under the elections laws. The person selected by the Minister to supervise the vote must fix the date and time for the election, draw up a voters' list and appoint a returning officer.

The latter in turn must appoint the necessary assistants, invite both parties to appoint a scrutineer and perform the other duties usually expected of a returning officer.

The usual precautions must be taken to ensure an honest and secret vote.

British Columbia Male and Female Minimum Wage Acts

The British Columbia Board of Industrial Relations recently revised its minimum wage order for elevator operators and starters, establishing a minimum wage of 75 cents an hour effective September 1. The new order (B.C. Reg. 257/59) replaces a 1949 order which set a minimum wage of \$18 a week for operators who worked 37½ hours or more a week and of 50 cents an hour for those on a shorter work week.

In line with the usual practice, the order provides for some variations of the 75-cents-an-hour minimum wage. With the approval of the Board, a handicapped or part-time employee may be paid less than the prescribed minimum, provided he does not receive less than the rate specified in the permit. Also, all employees must be paid time and one-half their regular rate for all hours worked in excess of eight in the day or 44 in the week except where hours have been varied or exemptions granted in accordance with the exceptions provided for in the Hours of Work Act.

The daily guarantee provision again applies, subject to the usual qualifications.

Instead of placing a ceiling on charges for board and lodging as formerly, the new order expressly forbids an employer from requiring an employee, as a condition of employment, to partake of meals or to make use of lodging provided by him. However,

if the employee voluntarily accepts the services provided, the Board may, if it considers the meals inadequate, the accommodation unsuitable or the charges excessive, send the employer a notice informing him of the facts and prohibiting further deductions except under the conditions specified in the notice.

As previously, elevator operators and starters must be given a 32-hour rest period each week, which in exceptional cases may be varied by the Board upon the joint application of the employer and the employee. If it considers it necessary for the welfare of the employee, the Board may, as before, require the employer to furnish the operator with a seat or chair while on duty.

The order also contains the usual provisions respecting semi-monthly pay, the posting of orders and schedules and the keeping of employee registers and wage and hour records.

Nova Scotia Women's Minimum Wage Act

In Nova Scotia, the provision requiring split shifts to be confined to a 12-hour period immediately following commencement of work has been deleted from the general female minimum wage order, the order for female beauty parlour employees and the order governing women in the fishing industry. The amendments were approved by the Governor in Council on June 19 and gazetted on July 8.

Ontario Public Health Act

Amendments to the regulations under the Ontario Public Health Act regarding sanitary standards and medical services in work camps in territorial districts were gazetted on August 8 as O. Reg. 155/59 and O. Reg. 156/59.

Sanitary Standards

A new provision with respect to construction standards provides that in buildings where employees sleep or eat the interior of walls must be lined with a smooth-surfaced material.

The use of double-tiered bunks has been prohibited and employers are now required to supply sheets and pillow cases as well as mattresses and blankets. As before, the employer is required to maintain all bedding in a clean and sanitary condition.

Instead of requiring the employer to provide at least one tub or shower for bathing purposes, the regulations now state that showers or other means satisfactory to the Inspector must be provided.

Medical Services

The main effect of the amendments to the rules regarding medical services is to ensure hospital care for employees in work camps who do not have the residence requirements to qualify for hospital benefits under the Ontario Hospital Services Commission Act and who are not entitled to receive insured services under another provincial hospitalization plan.

Saskatchewan Factories Act

In Saskatchewan, potash mines were brought under the Factories Act by a proclamation gazetted on August 23. This extension in coverage was considered necessary as the result of the establishment last year of a potash mining and refining plant in the Saskatoon area, the first of its kind in Canada. Work was also started on a second plant.

Housing Starts in First Half of 1959 Down from Last Year

In the first six months of 1959 starts of new dwellings in Canada were fewer in number than in the same period last year, according to the Dominion Bureau of Statistics. There was little change in the number of completions between the two periods.

A decrease to 59,074 from 73,201 units was recorded in the January-June starts for all Canada this year, compared with the same period in 1958. Most of the decline in starts was in the second quarter, when they fell to 42,709 from 55,413 units.

For the first half of 1959, completions numbered 56,551, compared with 58,308 units in 1958, of which 31,854 against 31,993 were reported in the second quarter.

The number of units under construction at June 30 this year was 81,654. The revised figure for dwellings under construction at June 30, 1958 is 87,142, although the two figures are not strictly comparable because of a change to a new sample survey for areas outside centres with a population of 5,000 or more.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for benefit in July were down 25 per cent from year earlier, initial claims down 22 per cent, and renewal claims down 33 per cent, statistics* show

Claimants† for unemployment insurance benefit numbered 225,900 on July 31, up 2 per cent over June 30 but 25 per cent below the number on July 31, 1958. The month-to-month increase in claimants is associated with the closing of plants for annual holidays, for inventory taking and model change-over; and with industrial disputes, particularly on the West Coast.

The number of initial and renewal claims for benefit in July was 122,300. This represented an increase of 14 per cent compared with June but a decrease of 27 per cent compared with July 1958. Initial claims, numbering 71,600, were up compared with June but 22 per cent below those of July 1958. The number of renewal claims in July was lower than in June and was 33 per cent under last year's total for July.

The number of male claimants increased by 3 per cent since June 30, but was 31 per cent below that of July 31, 1958. Female claimants increased by 1 per cent during the month but were 11 per cent fewer than in July 1958.

The average weekly number of beneficiaries was 164,800 for July, in comparison with 197,000 for June and 294,800 for July 1958.

The average weekly benefit payment was \$20.04 in July, \$20.95 in June and \$20.67 in July 1958.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July show that insurance books or contribution cards have been issued to 4,230,282 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1959.

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

At July 31 employers registered numbered 321,728, an increase of 2,652 since June 30.

Enforcement Statistics

During July 1959 investigations conducted by enforcement officers across Canada numbered 5,943. Of these, 4,213 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 105 were miscellaneous investigations. The remaining 1,625 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 226 cases, 107 against employers and 119 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,166.*

Unemployment Insurance Fund

Revenue in July totalled \$21,791,667.44 compared with \$19,406,132.90 in June and \$22,552,462.00 in July 1958. Benefits paid in July totalled \$14,587,217.11 compared with \$18,101,353.40 in June and \$26,782,089.93 in July 1958. The balance in the fund on July 31 was \$441,357,140.97; on June 30 it was \$434,152,690.64 and on July 31, 1958, \$640,291,006.61.

*These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1662, August 17, 1959

Summary of the Main Facts: The claimant, married, 30 years of age, filed a renewal application for benefit at the office of the Unemployment Insurance Commission in Guelph, Ont., on October 27, 1958, and was registered for employment as a wire cutter. She had worked as such for the Federal Wire and Cable Company Limited in Guelph from January 20, 1944 to March 28, 1958. She gave the following explanation for her separation from that job: "Laid off. Had baby September 9, 1958". Her rate of pay was \$1.44 an hour. The claim was allowed.

As her benefit period expired on November 15, 1958, she filed a second initial claim on November 18, 1958, and it was allowed for seasonal benefit.

On January 21, 1959, the claimant was notified of an offer of continuing employment as a winder with Fiberglas Canada Limited in Guelph at a wage of \$1.16 an hour (day work) and \$1.26 an hour (night work). The prevailing rate of pay in the district for that type of work was reported to be \$1.16 an hour. The hours of work were eight a day and 40 a week, day and night shift. The claimant's reasons for refusing to apply for the employment were as follows:

I have been a member of United Steelworkers' Union for fourteen years. I don't feel I should have to take a job under any other Union when there are other Steelworkers Union in the city.

Also I am hoping to be called back to Federal Wire when they get busy.

The local office stated that the Fiberglas Canada Limited was willing to train applicants.

The insurance officer disqualified the claimant from receipt of benefit for the period January 18, 1959 to February 28, 1959, because, in his opinion, she had, without good cause, refused to apply for a situation in suitable employment (section 59 (1) (a) of the Act). He also disqualified her from January 18, 1959 on the ground that she had failed to prove she was available for work in that she was waiting to be recalled by her former employer (section 54 (2) (a) of the Act).

On February 5, 1959, the following information was obtained from the Personnel

Manager of the Federal Wire and Cable Company Limited:

(The claimant) was not laid off by Federal Wire, but "quit" her job on the 28 March, 1958, on account of pregnancy, and took all of her benefits from the Company.

(The claimant) will not be recalled by the Federal Wire & Cable Co. Ltd., as they are reducing the number of female employees, rather than employing them.

On behalf of the claimant, the United Steelworkers of America appealed to a board of referees on February 9, 1959, and stated in part:

The claimant has been a member of our Union for 14 years and Sections 60-2 and 61 of the Unemployment Insurance Act provide that no person can be disqualified for refusing to surrender their union membership.

There are more plants in the Steelworkers' Union than any other union in town. There is no reason why this claimant should be directed out of her union's jurisdiction.

The claimant and her union representative appeared before a board of referees in Kitchener, Ont., on March 10, 1959. The board, by a majority decision, dismissed the appeal on both counts. In reaching this decision, the majority of the board held that the claimant was not available for work and that it had not been proved to its satisfaction that she would have lost her membership in the United Steelworkers of America if she had accepted employment at Fiberglas of Canada Limited.

The dissenting member of the board also referred to section 61 of the Act in respect to the claimant's case. He was of the opinion that inasmuch as she had been on claim for only three months, and as there "are numerous branches of her union in Guelph" and, having been a member of the union for 14 years, she should have been given a longer period of time to secure employment in her own line of work.

The United Steelworkers of America appealed to the Umpire, mainly on the grounds that the majority members of the board did not give due consideration to section 61 of the Act. The appeal reads in part:

The claimant has been an active member of Local 3021, United Steelworkers of America for more than 14 years. She has held committee positions in the union and has gone through two strikes totalling 26 weeks. This has resulted in better wages and working conditions.

With her being a strong supporter of the United Steelworkers, she felt (and we agree) that she should not be directed to the Textile Workers Union jurisdiction, particularly when

members of the Textile Workers Union are unemployed and were not offered this position. There are more plants with the Steelworkers Union in Guelph than any other union and we see no reason why work should not be found for her in her own union's jurisdiction.

If she takes work in the jurisdiction of another union, she naturally has to become a member of the union servicing the new employment and no person can honour an oath of obligation to two different organizations.

The Act would appear quite clear under Section 61, "Notwithstanding anything in the Act," etc.

It is true she has been back in the employment field for some three months since her baby was born. We are naturally watching the employment situation at the plant she was formerly employed in with a view to having her return as soon as the employment situation justifies additional help. She has not been offered any work in her union's jurisdiction by the placement officer.

We cannot agree with the position of one of the Board members, that Section 61 of the Act, if applied, would entitle a person to collect unemployment insurance forever. The period for collecting is well controlled by the Act and in no event can any person collect for more than a few months.

We are somewhat alarmed at the manner in which Section 61 is treated. It would appear to be very specific that freedom of choice of union membership is protected in the Act but not in the administration of the Act by insurance officers.

If insurance officers are allowed to ignore this section of the Act, it then can be left to their discretion as to which unions prosper and which unions have their membership depleted ...

Freedom of association is protected only under Section 61 and we feel this section must be held to just as rigidly as it is stated in the Act ...

The interested union also requested an oral hearing before the Umpire, which was held in Toronto, Ont., on June 25, 1959. The claimant was represented by F. J. White of the Guelph Labour Council, and the Unemployment Insurance Commission by F. G. Power, L. Schroeder, General Representative of the Canadian Labour Congress, of Kitchener, Ont., and J. K. McLeod, Placement Officer at the Guelph local office, also attended the hearing.

Considerations and Conclusions: To sum up the appeal and the observations made by the appellant's representative at the hearing before me, the union's only contention is that the claimant should not have been disqualified from receiving benefit by reason of her having refused to accept the employment offered to her on January 21, 1959, as by accepting it she would have lost the right to refrain from becoming a member of the "Textile Workers' Union" and also the right to continue to be a member of and to observe the lawful rules of the United Steelworkers of America.

There is absolutely no proof in the record, however, that the claimant would have been compelled to become a member of any union of workers if she had accepted the employment offered at Fiberglas Canada Limited on January 21, 1959, and because of the prevalence of check-off clauses in labour bargaining agreements, the absence of such evidence is not surprising. There is no proof either that the constitution of the United Steelworkers of America contains a rule that the claimant's acceptance of the employment offered would have entailed the loss of her right to continue to be a member of and to observe the lawful rules of the latter-mentioned union, and neither should this occasion surprise as there is no suggestion that the "Textile Workers' Union" is a subversive organization or in any way objectionable on the ground of public order.

Consequently, the appellant has failed to prove its contention that the claimant's refusal of the employment offered to her on January 21, 1959, came within the purview of section 61 of the Act. Neither has the appellant adduced other evidence that such employment was unsuitable nor that she had refused it with good cause. Under given circumstances, it is proper to allow a claimant a reasonable period of time to secure employment with his former employer or employers in whose plants his union has "jurisdiction"; but in the present case the claimant's period of unemployment is so extensive that she no longer could exercise any choice in the matter. The union's appeal, therefore, must fail on that point. As to section 60 (2), which is mentioned in the appeal to the board of referees and was not raised before me, I need only say that it obviously does not apply in the present case.

As regards the question of the claimant's availability for work from January 18, 1959, the records show that the insurance officer disqualified her, in effect, on the grounds that as of then she was confining her acceptance of employment to Federal Wire and Cable Company Limited in Guelph and until such time as she would be recalled for work by that company. There is no evidence in the records, however, that the claimant in fact restricted her availability to that extent. In effect, in my opinion, she simply expressed a preference to resume work at Fiberglas Canada Limited or to secure employment with employers where her union was the bargaining agent.

Inasmuch as availability for work is primarily a question of fact and for the purposes of the Act a question of degree, it is difficult indeed to determine the extent,

if any, to which the claimant's qualified restriction as to availability was material in the present case. There are in the records, however, certain facts which the appellant has not explained to my satisfaction. Without taking into account the six weeks before and the six weeks after the date of her confinement, the claimant had been unemployed for almost seven months when she refused suitable employment on January 21, 1959, and, although her union's contention is that "We see no reason why work should not be found in her own union's jurisdiction," there is not a word of explanation as to why the claimant, who had been an active member of the union "for more than 14 years" and had held responsible positions therein, was unable to find, through her own efforts and those of her union, work "in her own union's jurisdiction" during this long period of time, particularly as there allegedly "are more plants with the Steelworkers union in Guelph than any other union".

Under those circumstances, I consider that the claimant has failed to discharge the onus of proving that she was available for work within the meaning of section 54 (2) (a) of the Act, during the period in question.

The union's appeal is therefore dismissed on both counts.

Decision CUB-1672, August 25, 1959

(*Translation*)

Summary of the Main Facts: The claimant, married, 41 years of age, who resides at Danville, Que., filed an initial claim for benefit on January 7, 1959. He stated at the time that he had worked as an upholsterer for Megantic Furniture, at Megantic Lake, Que., from February 1955 to August 1958. He registered for work as an upholsterer and gave the following reason for separation from his employment:

I left my job in August to start on my own account, but at present I only work about one day a week. I only work when there are repairs to be made but generally I remain in my shop from 9 till 11.30; from 2 to 3 hours, 5 days a week.

On January 21, 1959, the claimant reported to the local office that he had worked seven hours during the week of January 4 and had made a net profit of \$11 and that during the week of January 11 he had worked eleven hours and made \$14.

On January 23, 1959, the insurance officer disqualified the claimant as of January 4, 1959, being of the opinion that the claimant had failed to prove that he was unemployed since that date as he was in business on his own account (sections

54 (1) of the Act and 154 (1) and (2) of the Unemployment Insurance Regulations).

In his comments, the insurance officer noted it was obvious that the claimant had set up his business with a view to making it a full-time occupation and nothing in the record indicated that at the time of his claim for benefit that situation had changed or that the claimant intended to cease such work for an indefinite period.

On February 2, 1959, the claimant appealed to a board of referees. In his appeal, he stated that he had decided for the winter months to open his business to the public one day only per week and that for the past few weeks he had kept it open a few hours a day but in fact had only worked approximately seven to ten hours a week, with returns of \$9 to \$13 a week. He added that he was at all times available for work.

In further comment, the insurance officer pointed out that since the claimant had decided to open his shop to the public one day a week, this meant that he intended to continue his business and there was no question of his abandoning this work.

On March 7, 1959, the claimant wrote a long letter to the local office, which he ends by stating that if he must sell his shop he is willing to do so, and that he always declared himself available since the date of his claim.

The board of referees met at Sherbrooke, Que., on March 11, 1959. The claimant was not present at the hearing of his appeal. The members of the board unanimously upheld the decision of the insurance officer.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire on March 20, 1959. In his appeal, he stated that when he reported to the local office on January 7, 1959, he had "thought of dropping everything" to accept employment, which proved that he had no work. He added that he was willing to sell his business, as mentioned in a previous letter to the local office, but that buyers were scarce and that he could not "get rid" of this employment on his own account before having found a buyer.

Considerations and Conclusions: The facts as presented in the record of this appeal indicate that beginning with the month of August 1958, the claimant gave his whole time to his business and operated it as if it were his principal means of livelihood.

However, according to the evidence, in January 1959, the claimant went to his shop for only a few hours a day, five days a week and, on the 7th of the same month, he registered at the local office for full-time

employment in his usual occupation of upholsterer. Subsequently, on February 2, he further stated that his decision to that effect was "for the winter months" and he added that he opened or would open his shop only one day a week during that period. Under the circumstances, the claimant should, in my opinion, be considered as unemployed as of the week beginning January 4, 1959, according to the following provisions of subsection (2) of section 154 of the Unemployment Insurance Regulations:

Where the self-employment, business engagement or employment of a claimant described in subsection (1) is so minor in extent that a person would not, under the circumstances, normally follow it as a principal means of livelihood, the claimant shall in respect thereto be considered as unemployed for the purposes of the Act and these Regulations.

In view of the recency of the preceding provisions of the Regulations, which had been in effect only since November 30, 1958, and in the absence therefore of other sources, the insurance officer and the board of referees followed the jurisprudence established in relation to obsolete provisions of the Act and the Regulations. Such a practice was not without danger, especially in this case, since the provisions in question had been completely revised. Thus, subsection (4) of former section 158 of the Regulations reads as follows:

(4) Any person, the nature of whose employment or self-employment is such that it would not prevent him from accepting full-time employment in a particular week, shall not be considered to have worked a full working week in that employment.

We can accordingly appreciate that the test of availability for an additional full-time employment "in a particular week", a test which seems to have been the basis of the old provision, no longer exists as a condition for unemployment status under the new Regulation, such status, in its essence, now depending, apparently, on the amount of time that a person engaged in business on his own account, etc., spends in the operation of the business; and the criterion now established in this respect, that is, the provision with respect to principal means of livelihood, apparently requiring that the part-time or short-time work or operation be more than a passing or casual occurrence.

If the availability of the particular person is no longer the test for his unemployment status, that person must prove nevertheless that he is available notwithstanding his deemed state of unemployment. In this case, for example, if the claimant had clearly indicated his intention not to accept employment elsewhere as an upholsterer unless such employment permitted him to attend his shop at certain hours during the ordinary working hours of an upholsterer, I would not hesitate to disqualify him under section 54 (2) (a) of the Act as being not available. But he does not seem to have done so, and since the question was not raised at any time, I am willing to grant him the benefit of the doubt in this respect.

I therefore conclude that the claimant must be considered as unemployed and available as of the week beginning on January 4, 1959.

The claimant's appeal is allowed.

Fewer on Strike, Less Time Lost in August than July

There were 47 work stoppages in Canada in August involving 38,656 workers and 667,960 man-days, compared with 42 stoppages in July involving 41,417 workers and 685,505 man-days (*see Tables G-1 to G-4 at back of book*).

Almost 92 per cent of the time lost in August resulted from disputes in British Columbia involving logging and sawmill operations and fishermen and shore workers. Together these work stoppages affected 33,700 workers and had a combined duration of 613,900 man-days. All the work stoppages were in industries under provincial jurisdiction.

There were 20 stoppages in manufacturing; 10 in construction; 4 in trade; 3 in logging; 3 in mining; 3 in transportation, storage and communications; 2 in service industries; 1 in fishing and 1 in public utilities.

Based on the number of non-agricultural wage and salary workers in Canada, the number of man-days lost in August represented 0.63 per cent of the estimated working time, compared with 0.65 in July and 0.25 in August of last year.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during August

Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 236 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 210 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production	50	\$243,003.00
Post Office	17	154,762.43
RCMP	2	5,470.00
Transport	1	103,430.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during August

During August the sum of \$5,444.97 was collected from 11 contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount has been or will be distributed to the 170 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Nappan N S: R K Chappell Construction Ltd, construction of dam, including quarrying & delivery of rock, Project NS 109. Winnipeg Man: Lord & Burnham Co Ltd, construction of greenhouse, Dept of Agriculture, University of Manitoba. Indian Head Sask: Steelcon Ltd, supply & erection of prefabricated service shed, Experimental Farm; Boehme Construction Co, extension to steel implement shed, Forest Nursery Station. Lacombe Alta: Van Vliet Construction Co, construction of three Beef Cattle Wintering Barns, Experimental Farm. Manyberries Alta: Oland Construction (1959) Ltd, construction of recreation centre & meeting room, Experimental Farm. Whitehorse Y T: 918 Construction, construction of two farm cottages, Experimental Farm.

Central Mortgage and Housing Corporation

*Gander Nfld: Sidney Burry, *exterior painting of houses (DOT 3/54). Gagetown N B: Kew Gardens Nurseries Ltd, site improvement & planting (Job 60/54). Montreal North Que: W Collin Reg'd, exterior painting of houses. Ottawa Ont: A Geo Linke, *painting of lounge & connecting rooms, Laurentian Terrace. Petawawa Ont: M Sullivan & Son Ltd, construction of school (DND 15/58); Kew Gardens Nurseries Ltd, site improvement & planting (DND 6/53A, 10/55 & 12/57). Toronto Ont: Godson Contracting Co, construction of hard surfaced areas, Regent Park South (FP 1/53). Waterloo Ont: Imperial Paving Co, *construction of asphalt driveways. Windsor Ont: C C Schaum, site improvement & planting (FP 4/58).*

Department of Citizenship and Immigration

Shubenacadie Indian Agency N S: Tasco Sheet Metal & Roofing Co Ltd, installation of new kitchen cabinets & counters, Shubenacadie IRS. Seven Islands Indian Agency Que: Andre A Pelletier, painting & structural work, Seven Islands IRS. Caradoc Indian Agency Ont: Quinn Construction Ltd, installation of pumphouse & water supply system for Mount Elgin IDS. Kenora Indian Agency Ont: Paul G Wallin Ltd, extension & painting of Kenora Agency Office, also supply & installation of new heating & electrical system & associated work. Nakina Indian Agency Ont: Hakala Construction, erection of one classroom Indian day school at Collins. Six Nations Indian Agency Ont: Donald Telfer, plumbing additions & alterations, Six Nations No 2 day school. Clandeboye Indian Agency Man: Bird Construction Co Ltd, repairs & painting, Assiniboina IRS. Fisher River Indian Agency Man: Nathan Brodsky, road construction, Lake St Martin Reserve. Norway House Indian Agency Man: Lauze Construction, installation of mechanical refrigeration for root house, Cross Lake IRS. The Pas Indian Agency Man: Lauze Construction, installation of mechanical refrigeration for root house, Guy IRS. Edmonton

Indian Agency Alta: Van Vliet Construction Co Ltd, repairs & alterations to interior & exterior of Edmonton IRS. *Peigan Indian Agency Alta:* Trale Construction Ltd, road construction, Peigan Reserve; Foothills Lumber Co Ltd, installation of culvert, Peigan Reserve. *Cowichan Indian Agency B C:* Whitticks Mechanical Contractors Ltd, boiler improvements, Kuper Island IRS. *Kwawkewlth Indian Agency B C:* Broadway Refrigeration & Air Conditioning Co Ltd, installation of deep freeze, Alert Bay IRS. *Stuart Lake Indian Agency B C:* Blair Iron Works Ltd, installation of fire escapes, Lejac IRS; Moore Electric, improvements to laundry facilities, Lejac IRS. *Vancouver Indian Agency B C:* Halverson, Moretto & Eckersley, construction of eight houses, Cheakamus Indian Reserve, Aikwucks Indian Reserve & Stawamus Indian Reserve. *West Coast Indian Agency B C:* Turner Contracting Co Ltd, improvements to laundry & plumbing facilities, Alberni IRS. *Williams Lake Indian Agency B C:* Ocean Park Plumbing & Heating Ltd, plumbing improvements & redecorating, Cariboo IRS.

Defence Construction (1951) Limited

Goose Bay Labrador: Dickson-Larkey Ltd, repairs to POL dock & pipelines, RCAF Station. *Halifax N S:* Standard Construction Co Ltd, extension to boiler shop bldg 105, HMC Dockyard. *Sydney N S:* L G & M H Smith, repairs to main wharf, Point Edward Naval Base; Stephens Construction Ltd, general repairs to nurses' residence, Point Edward Naval Base; The Ellis Don Ltd, construction of reinforced concrete reservoir & installation of water main, Point Edward Naval Base. *St Hubert Que:* Richards-Wilcox Canadian Co Ltd, mechanization of hangar doors in hangar 12, RCAF Station. *Camp Borden Ont:* Ontario Power Line Construction Co Ltd, supply & installation of off-peak water heater control in PMQs. *Moosonee Ont:* Temiskaming Construction Ltd, clearing, grubbing, brushing & drainage, RCAF Station. *Ottawa Ont:* Dibblee Construction Co Ltd, paving & patching of roads, Defence Research Telecommunications Establishment, Shirley Bay. *Trenton Ont:* Nadrofsky Steel Erecting Ltd, alterations to hangars 7 & 8, RCAF Station; H J McFarland Construction Co Ltd, construction of water & sewer services, taxi strips & parking areas & landscaping & electrical distribution system, RCAF Station. *Uplands Ont:* Foster Wheeler Ltd, *supply & installation of overfire air system for steam generation units, RCAF Station; North Shore Construction Co Ltd, construction of roads, walks & parking areas, RCAF Station; Marine Industries Ltd, *manufacture & installation of wind tunnel control valve, high speed wind tunnel, NAE. *Prince Albert Sask:* Asphalt Services Ltd, landscaping & asphalt surfacing, DRTE Radar Laboratory. *Namao Alta:* W C Wells Construction Co Ltd, supply & erection of prefabricated post office bldg, including services, RCAF Station. *Ralston Alta:* Nick Zeller Construction Co Ltd, crushing & stockpiling of gravel, Suffield Experimental Station. *Charlie Lake B C:* Columbia Bitulithic Ltd, construction & paving of approximately 31 miles of Alaska Highway & related work.

Building and Maintenance

Bagotville Que: J J Riverin Ltee, repairs & replacement of concrete aprons & repairs to concrete runways, RCAF Station. *Trenton Ont:* W A Moffatt Co, re-roofing four bldgs, No 6 Repair Depot. *Camp Shilo Man:* Durall Ltd, installation of ventilating system for two bldgs; Swanson Construction Co Ltd, grading & paving, Boulogne Road. *Portage la Prairie Man:* Maple Leaf Construction Ltd, repair & sand seal of overshoot areas, RCAF Station. *Winnipeg Man:* Oswald Decorating Co, exterior painting of 197 PMQs, Fort Osborne Barracks. *Penhold Alta:* Wm Clark Roofing & Building Supplies Ltd, supply & installation of cedar grain asbestos cement shingles & repainting trim of 6 hangars, RCAF Station. *Ralston Alta:* Stober & Maerz Construction, repairing curbs & sidewalks, Suffield Experimental Station. *Comox B C:* Sorenson Construction Co Ltd, surface drainage improvements, RCAF Station. *Vancouver B C:* J T Devlin, exterior painting of five hangars. *Northwest Highway System Y T:* Neville's Painting & Decorating Ltd, repainting of Hyland River Bridge & Teslin River Bridge. *Whitehorse Y T:* McCready-Campbell Ltd, replacement of built-up roof on bldg No 200, Camp Takhini.

Department of Defence Production

Summerside P E I: Boudreau Sheet Metal Works Ltd, replacement of built-up roofing, flashing, deck, insulation, etc, on bldg 48, RCAF Station; Forbes & Sloat Ltd, paving road from Second St to No 5 Hangar & addition to aprons at Hangars No 1 & No 2, RCAF Station; J Rawek, exterior painting of 58 PMQs, RCAF Station. *Beaverbank N S:* Municipal Spraying & Contracting Ltd, laying hot mix asphalt, RCAF Station. *Cornwallis N S:* M L Foster, exterior painting of various bldgs, HMCS Cornwallis.

Greenwood N S: Fred T Cleveland, interior painting of PMQs, RCAF Station. *Halifax N S*: Fundy Construction Co Ltd, renewal of roof shingles & tar & gravel roofing on Admiral's Residence, Lorne Terrace; L E Powell & Co Ltd, repairing quay wall, Section E, HMC Dockyard. *Chatham N B*: Byron H MacDonald, interior decorating of Barrack Block No 54 with fire retardant paint, RCAF Station. *Moncton N B*: W R McLaughlin, construction of Inflammable Stores Bldg, HMCS Coverdale. *St Sylvestre Que*: Alidor Bergeron, paving of parking areas, RCAF Station. *Seven Islands Que*: Yvon Paradis, repainting of 18 houses, RCAF Station, Moisie. *Valcartier Que*: Michaud & Simard Inc, application of asphaltic pavement on prepared base for roads & paths, CARDE. *Falconbridge Ont*: Chisnell Ganton Ltd, replacement of sewer between manholes in front of PMQs 61 & 64, RCAF Station; Walker Painting & Decorating Co Ltd, repainting interior of 26 PMQs & refinishing floors of two houses, RCAF Station. *Gananoque Ont*: Sunnyday Contractors Ltd, repairs to Armoury Bldg 236. *Hagersville Ont*: Black Top Paving Co, repairing asphalt roads. *Rockcliffe Ont*: O'Leary's (1956) Ltd, laying of hot mix asphaltic concrete, RCAF Station; J C Robinson & Sons Ltd, supply & installation of air conditioning system in Colour Section of Bldg No 2, RCAF Station. *Trenton Ont*: Miron-Lassing & Associates Ltd, construction of concrete block wall & partition, RCAF Station. *Uplands Ont*: H J MacFarland Construction Co Ltd, grading & paving of road, RCAF Station. *Moose Jaw Sask*: Asphalt Services Ltd, application of sand seal coat to roads & parking areas, RCAF Station. *Cold Lake Alta*: City Construction Co Ltd, widening, paving & re-ditching road to Armament Area, RCAF Station. *Bissel & Calder Alta*: Mac & Mac Steeplejack Ltd, painting of steel towers, steel masts & wooden antennae poles at Signal Stations. *Edmonton Alta*: Everall Engineering Ltd, repairing asphalt roads at RCAF Station, Namao, No 7 Supply Depot & RCAF Station, Kingsway. *Calgary Alta*: McDonald Granite Co, application of ceramic tile to walls of kitchen in bldg No B 5, Currie Barracks. *Comox B C*: Cochrane Fuel & Trucking Ltd, application of hot mix asphaltic concrete, RCAF Station.

National Harbours Board

Montreal Que: Darling Bros Ltd, supply & installation of new passenger elevators to replace existing obsolete elevators at Grain Elevators B1 & 2, Montreal Harbour; Frost Steel & Wire Co (Quebec) Ltd, relocation of chain link fence at Jacques Cartier Barracks, Montreal Harbour.

Department of Public Works

Fortune Nfld: Wm A Trask Ltd, construction of shed. *St John's Nfld*: Cape Horn Construction Co Ltd, demolition of bldgs & wharves (CNR freight shed). *Miminegash P E I*: Ralph Ford, extension to south breakwater. *East Ship Harbour N S*: Naugle Sand & Gravel Co Ltd, wharf repairs. *Falls Point N S*: B & M Comeau Construction Co Ltd, wharf repairs. *Gunning Cove N S*: Mosher & Rawding Ltd, wharf reconstruction. *Half Island Cove N S*: Rayner Construction Ltd, construction of talus. *Ketch Harbour N S*: Mosher & Rawding Ltd, breakwater repairs. *Lower Prospect N S*: Colin R MacDonald Ltd, construction of wharf. *Parrsboro N S*: McCully & Soy Ltd, construction of vessel bed. *Peggy's Cove N S*: Colin R MacDonald Ltd, wharf repairs. *St Peter's N S*: Alex A Morrison, construction of RCMP detachment quarters. *Stewiacke N S*: Valley Plumbing & Heating Ltd, alterations to mechanical installation, RCMP detachment quarters. *Frederiction N B*: Ashfield Construction Co Ltd, installation of new water system, Dominion Experimental Farm. *Fundy National Park N B*: Atlas Construction Co Ltd, paving & seal coating—Point Wolf Road & Herring Cove Road. *Little Shippigan N B*: Comeau & Savoie Construction Ltd, wharf repairs. *Saint John (Negro Point) N B*: Atlas Construction Co Ltd, breakwater extension. *Stonehaven N B*: Comeau & Savoie Construction Ltd, breakwater repairs. *Cap aux Meules Que*: Desmond Harvey, breakwater repairs. *Charny Que*: Jacques & Frere Ltd, construction of post office. *Contrecoeur Que*: Telco Materials Ltd, construction of retaining wall. *Montreal Que*: Allied Building Services Ltd, interior cleaning of new National Revenue Bldg; Empire Maintenance Ltd, interior cleaning of UIC Bldg, St Urbain St. *Newport Point Que*: Gulf Construction, harbour improvements. *Portneuf Que*: Rosaire Savard, construction of protection works. *Ste Anne Des Monts Que*: Ungava Trading Inc, construction of protection works. *St Mathias Que*: Sorel Asphalte Ltee, construction of retaining wall. *Tracy Que*: Gordon Wells & Francois Cournoyer, construction of retaining wall. *Trois Rivieres (Pointe aux Ormes) Que*: Henri-Louis Martel, construction of wharf. *Burk's Falls Ont*: Cedric A Boyes, wharf improvements. *Dwight Ont*: Ruliff Grass Construction Co Ltd, wharf repairs. *Eighteen Mile*

Island Ont: Bedford Construction Co Ltd, construction of wharf. *Ottawa Ont:* L Beau-doin Construction Co Ltd, repairs to stonework, Parliament Hill Grounds; Dibblee Construction Co Ltd, site development—1958; Tunney's Pasture; Shore & Horwitz Construction Co Ltd, construction of laboratory & workshop bldg, PO Bldgs, Riverside Drive; Ottawa Mechanical Services Ltd, supply & installation of new steam main & related installations & repairs, boiler room, Connaught Bldg, MacKenzie Ave; Turnbull Elevator Co Ltd, modifications to freight elevator doorways, Postal Terminal Bldg, Besserer St. *Petawawa Ont:* Louis Markus & Son Ltd, additions, alterations & furniture, Forest Experimental Station. *Spencerville Ont:* Howard S Clark, construction of post office. *Thessalon Ont:* Geocon Ltd, wharf repairs. *Fisher River Agency Man:* Gertz Construction Ltd, construction of two classroom school & three bedroom staff unit, Lake Manitoba. *Portage la Prairie Indian Agency Man:* R E Turner, construction of duplex residence & single house at Birtle. *Edmonton Alta:* Poole Construction Co Ltd, installation of fire escapes, Charles Camsell Hospital; Van Vliet Construction Co Ltd, repairs to exterior brickwork, Charles Camsell Hospital. *Redwater Alta:* G A Larson, construction of RCMP detachment quarters. *St Paul (Cardston) Alta:* Remington Construction Co Ltd, construction of duplex, Blood Agency. *Campbell River B C:* Fraser River Pile Driving Co Ltd, harbour improvements (floats & wharfheads). *Mission B C:* Fraser River Pile Driving Co Ltd, construction of fishermen's floats. *Nanaimo B C:* Wheatcroft & Son, construction of warehouse, Pacific Biological Station; R & E Crushing & Contracting Co Ltd, paving & landscaping roadway & parking area, Indian Hospital. *Tofino B C:* J H Todd & Sons Ltd, construction of boat harbour (breakwater, approach & floats). *Victoria B C:* J A Pollard Construction, construction of workshop & oil shed, Hydrographic Services. *Williams Lake B C:* Dezell Construction Co Ltd, construction of 6-car garage, Cariboo Indian Agency. *Whitehorse Y T:* Gorham Painting Supplies Ltd, repainting of Government-owned houses; 918 Construction Ltd, construction of double house for RCMP. *Inuvik N W T:* Tower Co Ltd, installation of antenna farm for transmitter site for Dept of National Defence. *Yellowknife N W T:* O I Johnson Construction Ltd, construction of federal housing, 1959-1960, & single staff quarters.

Contracts Containing the General Fair Wage Clause

St John's Nfld: Clem Tremblet, exterior painting & repairs, Bldg 29, Buckmaster's Field; CNR Dockyard, drydock repairs to Dredge No 400. *Drumhead N S:* J P Porter Co Ltd, dredging. *Liverpool N S:* The Steel & Engine Products Ltd, construction & delivery of twin screw diesel tug for use with Dredge No 16. *Pictou N S:* Ferguson Industries Ltd, repairs to Dredge No 129. *Sackville N B:* Howard Estabrookes & Sons, supply & installation of new boiler, Plant Products Bldg. *St George N B:* Nesbitt & Groom, repointing & repairs to masonry, federal bldg. *Saint John (Courtenay Bay) N B:* Harbour Development Ltd, dredging. *Bonaventure Que:* R Gauthier, exterior painting, federal bldg. *Deseronto Ont:* Lightfoot Construction Co, ground improvements, federal bldg. *Kingston Ont:* James Kemp Construction Co, construction of retaining wall, Customs wharf. *Nipigon Harbour Ont:* Huggard Equipment Co Ltd, dredging. *Ottawa Ont:* G Howard Simpkin Ltd, installation of pole line, transformer station, CEF; A Bruce Benson, general alterations, Headerhouse Bldg, CEF; L Beaudoin Construction Ltd, general alterations, Science Service Bldg, CEF; Edge Ltd, installation of new water main, National Research Council Bldg, Sussex Drive; The B Phillips Co Ltd, repairs to ash receiver, Central Heating Plant; Francis & Sons, repairs to heating plant, Central Heating Plant; M Sullivan & Son Ltd, general alterations, Trade & Commerce Bldg; Applied Insulation Co Ltd, supply & installation of new cork ceilings, Food & Drug Bldg, Tunneys Pasture; Edge Ltd, plumbing work, Postal Terminal Bldg; Sam Lampert & Co Ltd, repairs to ventilation system, Testing Laboratory, Riverside Drive; A Lanctot Construction Co, supply & installation of new boiler, 294 Sparks St; Ottawa Iron Works Ltd, general repairs, Justice Bldg; J G Bisson, alterations & construction of new partitions, Daly Bldg; L Beaudoin Construction Ltd, installation of new overhead doors, 20 Lydia St. *Paradise Beach Ont:* Simcoe Dock & Dredging Ltd, dredging. *St Clair River Ont:* Walter Shan, dredging. *Russell Man:* McDowell & Doke Ltd, construction of new roof, public bldg.

Department of Transport

Flowers Island Nfld: Provincial Constructors Ltd, construction of power house, etc, Radio Beacon Station. *Charlottetown P E I:* Curran & Briggs Ltd, additional development of Airport. *Goshen N S:* Arthur E Feltmate, improvements at Copper Lake Aeradio Station. *Halifax N S:* Foundation Maritime Ltd, construction of pumphouse & reservoir, Imhoff tank & sewage disposal bldg, International Airport. *Sherbrooke Que:* La Societe

d'Entreprises Ltee, development of Airport. *White Island Que*: International Underwater Contractors Ltd, underwater repairs & construction of protective concrete ring around foundation of pier at lighthouse. *Fort William Ont*: J E Dagsvik, construction of four vehicle garage, Lakehead Airport; Hacquoil Construction Ltd, construction of taxiway & access road, Lakehead Airport. *Moosonee Ont*: Hudson Bay Freight Forwarding Co Ltd, construction of foundations under two existing bldgs & modifications to bldgs, Radiosonde Station. *North Bay Ont*: J M Fuller Ltd, addition to maintenance garage, Airport. *Oshawa Ont*: J M Fuller Ltd, construction of non-directional beacon bldg. *Toronto (Malton) Ont*: Dufferin Construction Co Ltd, additional development of Airport; Swansea Construction Co Ltd, construction of storm & sub-surface drains for Air Terminal Bldg, International Airport; Ruliff Grass Construction Co Ltd, construction of incinerator bldg & related work at Malton Airport. *Welcome Island Ont*: Klomp Construction, construction of single dwelling & light tower & demolition of existing dwelling. *Oakville to Delta Man*: Claydon & Co Ltd, relocation of radio beacon bldg. *The Pas Man*: Benjamin Bros Ltd, installation of water supply & sewage disposal facilities, Airport. *Prince Albert Sask*: Lamb & Murray, installation of low intensity approach lights on approach 25, Airport. *Saskatoon Sask*: Asphalt Service Ltd, additional development of Airport. *Swift Current Sask*: North West Electric Co Ltd, installation of low intensity approach lights on approach 30, Airport. *Yorkton Sask*: Lamb & Murray, installation of low intensity approach lights on approach 03, Airport. *Bonilla Islet B C*: Stange Construction Co Ltd, construction of three single dwellings, light tower, fog alarm bldg, power house, storage shed, boathouse with boatway & bridge. *Bull Harbour B C*: Quinney & Fuller Construction Ltd, erection of prefabricated dwelling, moving engine exhausts, etc. *Dease Lake B C*: Whitehorse Construction, station improvements. *Sandspit B C*: Moore Electric, construction of non-directional beacon bldg & related work. *Vancouver B C*: Beaver Construction Co Ltd, additional development, Airport. *Cambridge Bay N W T*: Yukon Construction Co Ltd, construction of distribution & communication systems. *Snag Y T*: McCormick Electric Ltd, construction of M I lighting system on runway 17-35; Whitehorse Electric Ltd, construction of transmission line to transmitter & radio range & revisions to distribution, fire alarm & street lighting systems, Airport.

Gross National Product Up 2% in Second Quarter

Canada's gross national product continued to advance in the second quarter of 1959, and was at a seasonally-adjusted annual rate of \$34.7 billion, a gain of 2 per cent over the level of the first quarter, the Dominion Bureau of Statistics has announced.

This most recent advance continues the upswing that was showing increasing vigour in the closing months of 1958, and brought the gross national product in the second quarter of the current year to a level some 7 per cent above the figure for the same period in 1958.

As in the preceding quarter, the second quarter gain in gross national product was represented largely by an increase in the physical volume of goods and services produced. However, final product prices were fractionally higher during the quarter.

Business outlays for new plant and equipment made an important contribution to the rise in gross national product during the second quarter. Both non-residential con-

struction and investment in new machinery and equipment rose above the first quarter by 5 per cent on a seasonally-adjusted basis.

This was the first significant increase in business capital expenditures since the two-year decline that began in the early part of 1957.

Unlike the first quarter, when a large part of the rise in production was concentrated in mining and durable manufacturing, the second quarter's expansion in output, seasonally adjusted, was registered on a broad front. Support continued to come from the service industries but the major part of the over-all gain in real output originated in the goods-producing industries.

The 5-per-cent advance in the volume of goods and services produced in the first half of 1959 was accompanied by a rise in employment amounting to about 2.5 per cent.

Thus, production has risen at about twice the rate of employment over the past year.

New Appointment for Hon. Milton F. Gregg

Hon. Milton F. Gregg, former federal Minister of Labour, has been appointed warden of Medway Hall, the new men's

residence at the University of Western Ontario. Before entering federal politics in 1948, Mr. Gregg was president of the University of New Brunswick.

PRICES AND THE COST OF LIVING

Consumer Price Index, September 1959

Canada's consumer price index (1949=100) advanced 0.6 per cent between August and September, moving from 126.4 to 127.1.* As was the case between July and August, most of the increase was due to a seasonal advance in the food index.

Of the 2.7-per-cent rise in the food component over the last two months, it is estimated that almost all of it was seasonal in nature, and of the 1-per-cent increase in the consumer price index over the two months, approximately 0.8 per cent was seasonal.

Compared with September last year, the fractionally higher position (1.2 per cent) of the current index was accounted for by non-food items, which averaged 2 per cent above September 1958; food prices were just below the level of a year ago.

The food index rose from 120.5 to 122.4 between August and September. Higher prices were reported for beef, eggs, coffee, lettuce, and celery. Tomatoes and potatoes registered declines.

The shelter index was up 0.1 per cent from 141.9 to 142.0. The rent component was unchanged but home-ownership was higher as the result of property tax changes measured in this period.

A fractional increase of 0.1 per cent in the clothing index, from 109.7 to 109.8, resulted largely from further price increases for footwear and somewhat higher prices for piece goods, men's hats, and sweaters.

The household operation index moved from 122.6 to 123.1, an increase of 0.4 per cent. Fractionally higher prices were recorded for coal, some furniture items and household utensils and equipment.

A drop of 0.1 per cent in other commodities and services reflected price decreases on 1959 passenger cars, together with somewhat lower prices for magazine subscriptions, gasoline, and batteries. These price declines more than balanced higher prices for automobile repairs and servicing, street car and bus fares and men's haircuts.

The index one year earlier (September 1958) was 125.6. Group indexes at that time were: food 122.9, shelter 139.4, clothing 109.5, household operation 120.8, and other commodities and services 131.5.

*See Table F-1 at back of book.

City Consumer Price Indexes, August 1959

Consumer prices indexes (1949=100) were higher in all ten regional cities between July and August.† Increases ranged from 0.2 per cent in both Winnipeg and Edmonton-Calgary to 0.9 per cent in St. John's and Saint John.

Upward movements in the total indexes resulted mainly from higher food indexes, which were up in all ten regional cities, with increases ranging from 0.3 per cent in Winnipeg to 2.9 per cent in Saint John.

Other commodities and services group indexes were up in all regional cities except Edmonton-Calgary, for which it was unchanged. Shelter indexes rose in seven cities, were unchanged in two and declined in one city. Clothing indexes were higher in six cities, unchanged in three and down in Montreal. Household operation indexes also rose in six of the ten regional cities, were unchanged in two cities and down in Ottawa and Toronto.

Regional consumer price index point changes between July and August were as follows: Saint John +1.1 to 128.1; St. John's +1.0 to 116.1;* Halifax +0.9 to 126.4; Saskatoon-Regina +0.8 to 123.5; Montreal +0.7 to 126.9; Toronto +0.7 to 128.8; Ottawa +0.6 to 127.2; Vancouver +0.5 to 127.2; Winnipeg +0.3 to 123.4; Edmonton-Calgary +0.2 to 122.8.

Wholesale Price Index, August 1959

Canada's general wholesale price index (1935-39=100) eased down 0.1 per cent in August to 230.8 from 231.0 in July. Last year's August index was 227.0. Three of the eight major groups were lower while five were higher.

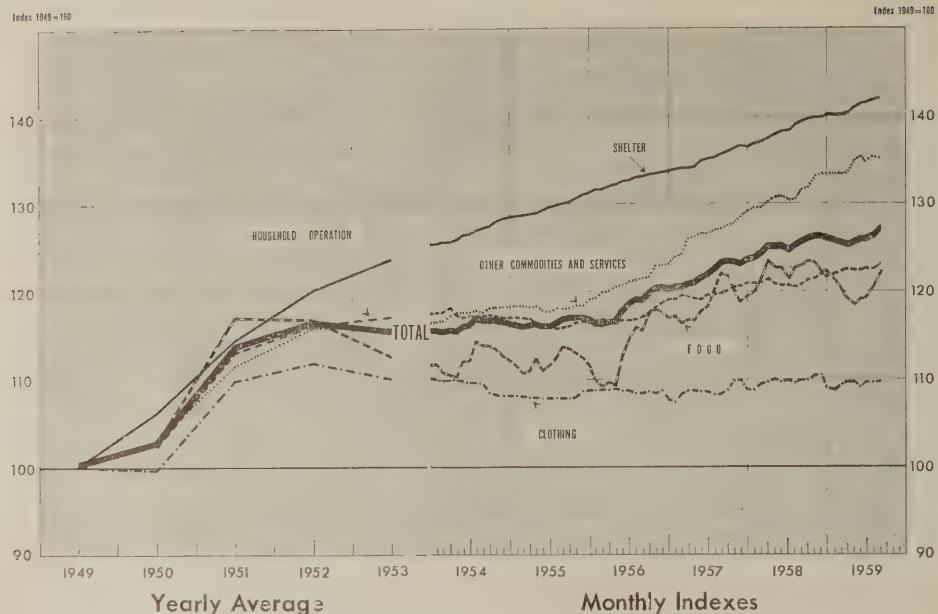
Textile products group index declined 0.5 per cent to 228.7 from 229.8, animal products group index fell 0.4 per cent to 256.1 from 257.1, and non-metallic minerals group index eased to 185.9 from 186.0.

The vegetable products group index rose 0.2 per cent to 199.3 from 199.0, due mainly to higher prices for fresh fruits, vegetable oils and products, and rubber and its products. The increases in the other

†See Table F-2 at back of book.

*On base June 1951=100.

CONSUMER PRICE INDEX



groups were negligible: wood products from 304.6 to 304.9, iron products from 255.8 to 255.9, non-ferrous metals and products from 172.8 to 173.0, and chemical products from 187.2 to 187.3.

The index of Canadian farm products prices (1935-39=100) between July and August declined from 222.7 to 221.9. The field products index dropped from 172.6 to 169.0 but the animal products index rose from 272.8 to 274.9.

The residential building materials price index (1949=100) declined 0.2 per cent between July and August, from 130.7 to 130.5. The non-residential building materials price index remained the same at 131.8.

Says Government Should Take Over Industrial Pensions

The federal Government should take over the "whole matter" of pensions so that every worker would be protected in the event that he could not continue in his job for medical or other reasons, Dr. William H. McMillan, Member of Parliament for Welland, told the convention of the International Union of Mine, Mill and Smelter Workers in Toronto in September.

Dr. McMillan said that a company's contributions to its employee pension fund are actually withheld wages and under present pension schemes are included in the cost of production by the company.

Pension vesting, Dr. McMillan noted, would make it easier for a worker over the age of 45 years of age to get a new job since he wouldn't be considered by prospective employers too old to take into their pension schemes.

Under present schemes, said Dr. McMillan, a worker must stay with one firm if he hopes to get a pension on retirement. He thought "such rigid conditions of employment should not prevail".

U.S. Consumer Price Index, August 1959

The United States consumer price index (1947-49=100) declined 0.1 per cent between mid-July and mid-August after having risen for four consecutive months. A sharper-than-normal drop in food prices was responsible for the small drop in the total index.

The index dropped from a record 124.9 to 124.8, which is a full point higher than at the beginning of the year.

U.K. Index of Retail Prices, July 1959

The United Kingdom index of retail prices (Jan. 17, 1956=100), which had risen in June after two consecutive declines, dropped again between mid-June and mid-July, from 109.3 to 109.0.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 132.

Annual Reports

1. AUSTRALIAN STEVEDORING INDUSTRY AUTHORITY. *Report for the Year ended 30 June 1958*. Canberra, 1959. Pp. 83.

2. CANADA. DEPARTMENT OF LABOUR. CANADIAN VOCATIONAL TRAINING BRANCH. *Report for the Fiscal Year ending March 31, 1958*. Ottawa, Queen's Printer, 1958. Pp. 20.

3. ILLINOIS. DEPARTMENT OF LABOR. DIVISION OF STATISTICS AND RESEARCH. *Annual Report on Compensable Work Injuries, 1957*. Springfield, 1958.

Contents: Pt. 1. Work Injuries reported. Pt. 2. Compensation Claims closed.

4. INDIAN NATIONAL TRADE UNION CONGRESS. *Report, May 1956 to November 1957*. New Delhi, 1958. Pp. 182.

5. U.S. BUREAU OF LABOR STANDARDS. *Annual Digest of State and Federal Labor Legislation, January 1, 1958-December 31, 1958*. Washington, GPO, 1959. Pp. 70.

Arbitration, Industrial

6. U.S. EMERGENCY BOARD (EASTERN AIR LINES, INC., 1958). *Report to the President by the Emergency Board appointed by Executive Order 10749, dated January 21, 1958, pursuant to Section 10 of the Railway Labor Act, as amended, to investigate an Unadjusted Dispute between Eastern Air Lines, inc., a Carrier, and Certain of its Employees represented by the Flight Engineers' International Association, EAL Chapter, a Labor Organization*. NMB case A-5612. E-148. Washington, D.C., July 21, 1958. No. 120. Washington, 1958. Pp. 98. Signed: David L. Cole, chairman, Saul Wallen, Dudley E. Whiting.

7. U.S. EMERGENCY BOARD (EASTERN AIR LINES, INC., 1958). *Report to the President by the Emergency Board appointed by Executive Order 10750 dated January 28, 1958, pursuant to Section 10 of the Railway Labor Act, as amended, to investigate an Unadjusted Dispute between Eastern Air*

Lines, inc., a Carrier, and Certain of its Employees represented by the Air Lines Pilots Association, International, a Labor Organization. NMA case E-146. Washington, D.C., July 21, 1958. No. 121. Washington, 1958. Pp. 68.

Signed: David L. Cole, chairman, Saul Wallen, Dudley E. Whiting.

Automation

8. TRADE UNION SEMINAR ON THE ECONOMIC AND SOCIAL PROBLEMS RAISED BY CHANGES IN OFFICE TECHNIQUES, VIENNA, 1957. *Trade Union Seminar on the Economic and Social Problems raised by Changes in Office Techniques, Vienna, 24-27 September 1957; Final Report*. EPA Project 175/3. [Paris, Trade Union Research and Information Service, European Productivity Agency, OEEC, 1958?] Pp. 164.

"An examination of the problems arising for the unions concerning employment, wages and working conditions stressed: the need for the unions to have long term information concerning anticipated changes in firms; the need for the constructive and intelligent participation of the unions in preparatory work preceding decisions; the need for adequate guarantees concerning security of employment, help towards vocational re-training and revision of wage rates in keeping with the new skills required."

9. TRADES UNION CONGRESS. *Automation and the Trade Unions*. London, 1956. Pp. 10.

10. U.S. BUREAU OF LABOR STATISTICS. *Automation and Employment Opportunities for Officeworkers; a Report on the Effect of Electronic Computers on Employment of Clerical Workers, with a Special Report on Programmers*. Washington, GPO, 1958. Pp. 14.

"Contains a general discussion of the implications of the use of electronic data-processing equipment for clerical personnel... and discusses in detail one of the new occupations—programmer—which has emerged with the development of automation."

Civil Rights

11. HUMAN RIGHTS ANNIVERSARY COMMITTEE FOR CANADA. *Human Rights, a Programme Guide for Group and Community Action*. Ottawa, 1958. Pp. 47.

The Human Rights Anniversary Committee for Canada was established by twenty-four national organizations to plan special national observance of December 10th, 1958, the tenth anniversary of the signing of the Universal Declaration of Human Rights. This Programme Guide is intended to stimulate group and community programmes on human rights.

12. ROBINSON, NEHEMIAH. *The Universal Declaration of Human Rights; its Origin, Significance, Application, and Interpretation*. New York, Institute of Jewish Affairs, 1958. Pp. 173.

The Universal Declaration of Human Rights was adopted on December 10, 1948, by the General Assembly of the United Nations. The author analyzes the various articles of the Declaration and provides a background of the events leading up to its adoption.

13. UNITED NATIONS. OFFICE OF PUBLIC INFORMATION. *Teaching Human Rights; a Handbook for Teachers*. New York, 1959. Pp. 87.

This pamphlet is declared to help teachers in elementary and secondary schools by providing "current information on the work of the United Nations for human rights and examples of effective programmes of teaching about human rights in various parts of the world."

Civil Service

14. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *The British Civil Service*. London, 1959. Pp. 27.*

15. U.S. CIVIL SERVICE COMMISSION. EMPLOYMENT STATISTICS OFFICE. *Occupations of Federal White-Collar Workers, February 28, 1957*. Washington, GPO, 1958. Pp. 73.

There were more than 500 different white-collar occupations found in the 80 Federal agencies surveyed in February 1957. Includes the following Tables: A. Distribution of full-time white-collar employees by occupation and area, Feb. 28, 1957, and Aug. 31, 1954; B. Occupational distribution of full-time white-collar employees, by agency, continental United States, Feb. 28, 1957; C. Grade distribution and average annual salary of full-time white-collar employees, by occupation, continental United States, Feb. 28, 1957.

Collective Bargaining

16. BLANC-JOUVAN, XAVIER. *Les Rapports Collectifs du Travail aux Etats-Unis*. Pref. de Andre Tunc. Paris, Dalloz, 1957. Pp. 554.

Examination of American labour laws as they touch on collective bargaining.

17. BOUCHARD, MAURICE. *Théorie du Salaire et Conventions Collectives*. Montréal, Faculté des sciences sociales, économiques et politiques, Université de Montréal, 1957. Pp. 329.

Partial Contents: Structures des marchés. Principes des choix collectifs. Analyse économique des décisions syndicales. Incidence économique du pouvoir syndical. Discussion de la convention collective. Fondements économiques du pouvoir syndical.

Disabled—Rehabilitation

18. REDKEY, HENRY. *Rehabilitation Centers Today; a Report on 77 Rehabilitation Centers*, prepared in cooperation with the Conference of Rehabilitation Centers, and

published by the Office of Vocational Rehabilitation. Washington, G.P.O., 1959. Pp. 231.

19. U.S. OFFICE OF VOCATIONAL REHABILITATION. *Casework Performance in Vocational Rehabilitation. Compiled from Proceedings of Guidance, Training, and Placement Workshops*. Edited by Bruce Thomason and Albert M. Barrett. Washington, G.P.O., 1959. Pp. 59.

Education

20. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. *Labor and Education in 1956 and 1957. Reports of the Executive Council and the Second Constitutional Convention of the American Federation of Labor and Congress of Industrial Organizations on Education in 1957*. [Washington, 1958?] Pp. 101.

21. INTER-AFRICAN CONFERENCE ON INDUSTRIAL, COMMERCIAL AND AGRICULTURAL EDUCATION. 2nd, LUANDA, 1957. London, Commission for Technical Co-operation in Africa South of the Sahara, 1958. Pp. 107.

At head of title: Commission for Technical Co-operation in Africa South of the Sahara and Scientific Council for Africa South of the Sahara.

Contains Reports of Committees on Industrial Education, Commercial Education, Agricultural Education, and reports on vocational guidance.

Employees' Benefit Plans

22. AMERICAN ENTERPRISE ASSOCIATION. *Bill Analysis: S. 1122, S. 1813, S. 2137, S. 2175 and Similar House Bills to provide for Registration, Reporting and Disclosure of Certain (Employee) Welfare, Benefit and Pension Plans*. Washington, 1957. Pp. 20.

23. CANADA. BUREAU OF STATISTICS. *Trusteed Pension Plans, Financial Statistics, 1957*. Ottawa, Queen's Printer, 1959. Pp. 25.

24. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Group Hospitalization and Medical Insurance Plans in Canadian Manufacturing Industries*. Ottawa, 1958. Pp. 41.

Statistics for this report are drawn from the Annual Survey of Working Conditions conducted by the Economics and Research Branch of the Department of Labour.

25. U.S. BUREAU OF LABOR STATISTICS. *Digest of One Hundred Selected Health and Insurance Plans under Collective Bargaining, Early 1958*. Washington, G.P.O., 1958. Pp. 253.

The following topics are noted with respect to the plans: eligibility requirements, life insurance, accidental death and dismemberment, accident and sickness, hospitalization, surgical, medical, maternity provisions, other benefits, extension of benefits to retired employees and/or their dependents, and financing.

Employment Management

26. KELLOGG, M. GRAHAM. *Preparing the Office Manual*. New York, American Management Association, c1959. Pp. 72.

Outlines various methods used in preparing office service manuals. Describes practices of 134 firms which provide such guides for their employees.

27. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *Merit Rating (Reimbursing Employees according to their Performance); a Panel Discussion, October 30th, 1958...Montreal. Transcript of Proceedings*. [Montreal, 1958?] Pp. 30.

The four speakers in the panel discussion were Mr. A. R. Finlayson, Personnel Supervisor, Canadian Marconi Company; Miss F. M. Richards, Assistant Personnel Officer, Sun Life Assurance Company of Canada; Mr. F. B. Manley, Training Officer, Aluminum Company of Canada Limited; and Mr. Jean Gerin-Lajoie, Representative of the United Steelworkers of America.

28. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Statements of Personnel Policy*, by Geneva Seybold. New York, c1959. Pp. 87.

Explains what "policy" is and the advantages of having company personnel policies. Describes the experiences of four companies which have a definite policy, and outlines some company policies on such matters as absence, discipline, grievances, layoff, vacations, etc.

Grievance Procedures

29. KILLINGSWORTH, CHARLES C. *Grievance Adjudication in Public Employment*. East Lansing, Labor and Industrial Relations Center, Michigan State University, 1958. Pp. 15.

This paper is concerned with one strategic industrial relations problem in public employment: the final disposition of employee grievance which cannot be amicably adjusted.

30. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *The Handling of Grievances; a Panel Discussion, December 4th, 1958...Montreal. Transcript of Proceedings*. Montreal, 1958. Pp. 37.

The four speakers on the Panel were Mr. M. A. Jamieson, Assistant Supervisor of Staff, The Royal Trust Company, Montreal; P. D. MacIntyre, Manager, Industrial Relations, Canadian Allis-Chalmers Limited, Montreal; Professor Roger Chartier, Professor of Industrial Relations, Laval University; and, Henry L. Jean, International Representative, International Union of Electrical, Radio and Machine Workers, AFL-CIO.

Industrial Health

31. EUROPEAN PRODUCTIVITY AGENCY. *Fitting the Job to the Worker; a Survey of American and European Research into Working Conditions in Industry; Heat and Cold, Human Fatigue, Machine Design, Mental Stress, Noise, Physical Health, Speed and Proficiency. Report on a Mission to the United States, 5 Sept.-3 Nov. 1956*

and on the Leyden Seminar, 29 March-3 April 1957. Project no. 335. Paris, 1958. Pp. 170.

The Mission investigated means of improving working conditions in industry.

32. GREAT BRITAIN. FACTORY DEPARTMENT. *Industrial Health; a Report by H. M. Factory Inspectors and Recommendations of the Industrial Health Advisory Committee*. London, HMSO, 1958. Pp. 19.*

This industrial health survey of Halifax, England, an industrial city of 10,000, had as its objectives: (a) the present situation of industrial health in Halifax; (b) what industrial health services were needed in the city; and, how they could best be organized to suit conditions in the city.

33. INTERNATIONAL LABOUR ORGANIZATION. *Organization of Occupational Health Services in Places of Employment*. Fourth item on the agenda. Geneva, 1958-1959. 2 volumes.

At head of title: Report 4 (1)-(2). International Labour Conference. 43rd Session, Geneva, 1959.

Part 1 contains a proposed Recommendation concerning occupational health services in places of employment. Part 2 gives a summary and a brief analysis of the replies of 51 countries, and the proposed text of a convention to be discussed at the 43rd Session of the Conference.

Industrial Relations

34. ASIAN REGIONAL CONFERENCE OF THE INTERNATIONAL LABOUR ORGANIZATION. 4th, NEW DELHI, 1957. COMMITTEE ON LABOUR-MANAGEMENT RELATIONS. *Some Aspects of Labour-Management Relations in Asia; a Summary of the Discussions of the Labour-Management Relations Committee-Fourth Asian Regional Conference, New Delhi, November 1957*. Geneva, International Labour Office, 1958. Pp. 121.

The Committee on Labour-Management Relations was composed of 36 members: 16 Government members, 8 Employees' members and 12 Workers' members.

35. DUNLOP, JOHN THOMAS. *Industrial Relations Systems*. New York, Holt, 1958. Pp. 309.

Contents: An Industrial Relations System. The Technical Context of the Work Place. The Market Context or Budgetary Constraints. The Power Context and the Status of the Actors. Bituminous-Coal Industrial Relations Systems. Building [and Construction] Industrial Relations Systems. The Yugoslav Industrial Relations System. The Development of National Industrial Relations Systems. Economic Development and the Rules of the Work Place. General Theory of Industrial Relations.

36. INTERNATIONAL LABOUR ORGANIZATION. *Workers' Management and Labour Relations in Yugoslavia; Record of an Informal Discussion held on 16 June 1958 in Connection with the 42nd Session of the International Labour Conference*. Geneva, International Labour Office, 1958. Pp. 49.

Consists of talks by the Yugoslavian Government delegate, the Employers' delegate and the

Workers' delegate followed by a question-and-answer discussion and a concluding summary by the chairman of the discussion, Mr. George C. Lodge of the U.S.

37. MALIK, CHARLES HABIB. *Human Relations and the Industrial Order; an Address*. New York, American Management Association, 1959. Pp. 12.

The speaker, President of the General Assembly of the United Nations, delivered this address on February 18, 1959 before the Mid-winter Personnel Conference of the American Management Association in Chicago.

International Agencies

38. MCLEAN, ROSS. *Canada and Asia, a Survey on Canadian Resources for Participation in the Unesco Major Project on the Mutual Appreciation of Eastern and Western Cultural Values*. Prepared for the Canadian National Commission for UNESCO. Ottawa, Queen's Printer, 1959. Pp. 82.

39. NORTH ATLANTIC TREATY ORGANIZATION. *The North Atlantic Treaty Organization*. 6th ed. Paris, 1958. Pp. 91.

A history of the organization: its foundation; development; its present structure; and its activities and achievements.

40. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. SECRETARY-GENERAL. *The Work of the Organization for European Economic Co-operation; a Report*. April 1959. Paris, 1959. Pp. 114.

International Labour Organization

41. BEGUIN, BERNARD. *ILO and the Tripartite System*. New York, Carnegie Endowment for International Peace, 1959. Pp. 405-448.

Tripartism in the ILO means representation by employers, workers and government agencies on various ILO committees. This pamphlet discusses the origins of the tripartite system and problems which have arisen.

42. INTERNATIONAL LABOUR CONFERENCE. 41st, GENEVA, 1958. DELEGATION FROM GREAT BRITAIN. *Report by the Delegates of H.M. Government in the United Kingdom of Great Britain and Northern Ireland*. London, H.M.S.O., 1958. Pp. 47.*

43. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General*. First item on the agenda. Geneva, 1959. 2 volumes.

At head of title: Report 1. (Part 1-2). International Labour Conference. Forty-third session, Geneva, 1959.

Contents: Pt. 1. Current Problems and Trends. Pt. 2. Thirteenth Report of the International Labour Organization to the United Nations.

44. INTERNATIONAL LABOUR ORGANIZATION. *International Standards and Guiding Principles, 1944-1958*. Geneva, International Labour Office, 1958. Pp. 140.

A compilation of the principal International Labour Organization Conventions, Recommendations, Resolutions, Memoranda and Reports dealing with the subject of industrial relations.

Labour Organization

45. BRADLEY, PHILIP D., ed. *The Public Stake in Union Power*. Charlottesville, University of Virginia Press, 1959. Pp. 382.

Consists of lectures delivered to the Graduate School of Business Administration of the University of Virginia during the Spring term of 1958. Partial Contents: Labor Union Power and the Public Interest, by Edward H. Chamberlin. Wages and Labor Union Action in the Light of Economic Analysis, by Frank H. Knight. Unions, Inflation, and Profits, by F. A. Hayek. Wage Policy and Inflation, by Gottfried Haberler. Collective Bargaining and the Maintenance of Market Competition, by James W. Mackie. Regulating Unions, by David McCord Wright. Some Non-Wage Aspects of Collective Bargaining, by Albert Rees. The Freedom of the Individual under Collectivized Labor Agreements, by Philip D. Bradley. Competitive and Monopoly Unionism, by H. Gregg Lewis. Union Restrictions on Entry, by Guy S. Becker.

46. MORRIS, JAMES OLIVER. *Conflict within the AFL: a Study of Craft versus Industrial Unionism, 1901-1938*. Ithaca, Cornell University, c1958. Pp. 319.

Describes the organizing policies and campaigns of the American Federation of Labor from 1901 to 1938, with special reference to the mass-production industries; describes the conflict between the craft union majority and the industrial union minority within the AFL during this period; and, describes and interprets AFL policies regarding legislation, political action, etc.

47. RELIGION AND LABOR FOUNDATION, COLUMBUS, OHIO. *The Religion and Labor Foundation presents its Social Justice Award to the AFL-CIO Ethical Practices Committee. Addresses by Rev. Cameron P. Hall, John C. Cort, Rabbi Eugene J. Lipman and Albert J. Hayes*... Washington, D.C., November 13, 1958. Columbus, Ohio, 1959. Pp. 22.

48. TAFT, PHILIP. *Corruption and Racketeering in the Labor Movement*. [Three lectures given at Cornell University under the Auspices of the New York State School of Industrial and Labor Relations during November 1957] Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1958. Pp. 58.

After reviewing the situation in some labour unions the author suggests that "remedies might be divided into (1) those which depend upon government action, legislation, or more stringent enforcement of existing laws, and (2) those which the individual unions or the entire labor movement can provide."

49. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Union Financial and Administration Practices and Procedures. Hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare, United States Senate, Eighty-fifth Congress, Second Session*... Washington, GPO, 1958. Pp. 1515.

These hearings were on proposals covering four out of the five recommendations of the Select Committee on Improper Activities in

the Labor Management Field. The four areas under consideration included safeguards on union funds, democratic practices of unions, control of middlemen in labor management disputes, and the so-called "no-man's land" problems (that is, something which is subject to regulation by no agency or court).

50. WITTE, EDWIN EMIL. *The Crisis in American Unionism*. East Lansing, Labor and Industrial Relations Center, Michigan State University, 1958. Pp. 172-187.

Outlines several reasons for the decline in labour union membership. Concludes that unions will become more politically inclined.

Labour Supply

51. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Recent Changes in Engineering Manpower Requirements and Supplies in Canada*. Ottawa, Queen's Printer, 1959. Pp. 21.

Contents: The Situation in Perspective. The Changing Supply of Engineers. Demand for Engineers. Utilization of Engineers.

52. GREAT BRITAIN. NATIONAL JOINT ADVISORY COUNCIL. *Practices impeding the Full and Efficient Use of Manpower; Report of an Inquiry undertaken by the National Joint Advisory Council*. London, HMSO, 1959. Pp. 15.*

The National Joint Advisory Committee discovered that out of 112 industries which replied to the inquiry, 64 industries reported they had no problems in regard to the efficient use of manpower; 42 industries had set up machinery to deal with problems of manpower; and, six industries requested more time to study the problem.

53. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Manpower and Innovation in American Industry*, by Samuel E. Hill and Frederick Harbison. Princeton, 1959. Pp. 85.

A study of the experience of fifty companies showed, among other things, that technological innovation increased the number of highly skilled personnel while reducing the number of production workers; the rate of innovation in firms governed the rate of increase in utilization of skilled personnel; companies which were progressive in developing new products, or designing new processes, had a greater increase in employment of skilled personnel; and, innovation is likely to stimulate more innovation.

Unemployment

54. CANADIAN ASSOCIATION FOR ADULT EDUCATION. *Unemployment: Cause? Treatment? Cure?* Toronto, 1958. Pp. 25.

Prepared to use in conjunction with the radio and television program, Citizens' Forum.

55. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Unemployment Statistics. Hearings before a Subcommittee of the Committee on Education and Labor*,

*British government documents are obtainable from United Kingdom Information Service offices in Vancouver, Toronto, Ottawa, Montreal, and Quebec.

House of Representatives, Eighty-fifth Congress, Second Session, on Methods employed by the Various Government Agencies involved in gathering Statistics on the Unemployment Problems of today. Hearings held in Washington, D.C., March 19 and 20, 1958. Washington, GPO, 1958. Pp. 67.

The three Federal government agencies in the U.S. which deal with statistics on unemployment are the Bureau of the Census, the Bureau of Labor Statistics, and the Bureau of Employment Statistics. Officials from each one testified on the work of their agency.

Wages and Hours

56. GARBARINO, JOSEPH WILLIAM. *The Economic Significance of Automatic Wage Adjustments*. Berkeley, University of California, Institute of Industrial Relations, 1959. Pp. 154-175.

"...An analysis of the consequences of adjusting wages automatically rather than sporadically."

57. U.S. BUREAU OF LABOR STATISTICS. *The Earnings and Employment of Seamen on U.S. Flag Ships*. In cooperation with Federal Maritime Board, and Maritime Administration, U.S. Dept. of Commerce. Washington, GPO, 1958. Pp. 90.

Includes daily earnings as of May 1957, employment patterns, July 1956-June 1957, annual earnings, July 1956-June 1957, and, fringe benefits.

58. U.S. BUREAU OF LABOR STATISTICS. *Factory Workers' Earnings, May 1958; Initial Report. Distribution of Production Workers in Manufacturing Industries by Straight-Time Hourly Earnings*. Washington, GPO, 1959. Pp. 22.

59. U.S. BUREAU OF LABOR STATISTICS. *Union Wages and Hours: Local-Transit Operating Employees, July 1, 1958 and Trend 1929-58*. Washington, GPO, 1959. Pp. 10.

Information based on union scales covering 70,000 employees in 52 cities with populations of 100,000 or more.

60. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure; Auto Dealer Repair Shops, Summer 1958*. Washington, GPO, 1959. Pp. 32.

Summarizes wages and benefits of production and related workers in the repair shops of motor vehicle dealer establishments primarily engaged in selling new automobiles and trucks.

61. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure; Men's and Boys' Suits and Coats, March 1958*. Washington, GPO, 1959. Pp. 54.

62. U.S. BUREAU OF LABOR STATISTICS. *Wages and Related Benefits, 19 Labor Markets, 1957-58: Earnings Trends, Inter-city Comparisons, Occupational Earnings, Supplementary Practices*. Washington, GPO, 1959. Pp. 93.

Summarizes the results of a survey in nineteen important labour market areas in late 1957 and early 1958.

Miscellaneous

63. CANADA. DEPARTMENT OF LABOUR. *Equality of Opportunity in Employment*. Ottawa, Queen's Printer, 1958. Pp. 26.

Speeches first presented on "Canada at Work" radio broadcasts.

The five speakers who gave talks in this series were the Hon. Michael Starr, Minister of Labour; Professor Marcus Long of the Department of Philosophy, University of Toronto; Frank H. Hall, Chairman of the Human Rights Committee of the Canadian Labour Congress, and Vice-President in Canada of the Brotherhood of Railway and Steamship Clerks; Herbert H. Lank, President of the DuPont Company of Canada; and, Rabbi Abraham L. Feinberg of Holy Blossom Temple, Toronto.

64. EDITORIAL RESEARCH REPORTS. *Public Intervention in Labor Disputes*, by Norman I. Gelman. Washington, 1959. Pp. 125-142.

Consists of three sections as follows: nationwide strikes and the public need; public control of emergency disputes; and, proposals for additional controls.

65. EUROPEAN PRODUCTIVITY AGENCY. *Technical Information and the Smaller Firm; Facts and Figures on Practices in European and American Industry*. Project 296/2. Paris, O.E.E.C., 1958. Pp. 69.

Based on a series of 2,197 interviews in Austria, Belgium, Germany, Great Britain, Italy, Norway and the United States. The survey was intended to discover the methods used by industry to obtain technical information in order to overcome technical problems.

66. FLEMING, WILLIAM GERALD. *Aptitude and Achievement Scores related to Immediate Educational and Occupational Choices of Ontario Grade 13 Students*. Toronto, Department of Educational Research, On-

tario College of Education, University of Toronto, 1958. 1 volume (various pagings).

67. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *Contracting Out; a Panel Discussion, February 5, 1959... Montreal. Transcript of Proceedings*. Montreal, 1959. Pp. 28.

The four speakers on the Panel were G. W. Campbell, Industrial Relations Manager, Merck and Company Ltd.; W. C. Bowra, General Manager, Central Region, Canadian National Railways, Toronto; A. Schroeder, International Representative, International Union, United Automobile, Aircraft, and Agricultural Implement Workers of America, Ottawa; and, Prof. J. R. Cardin, Director, Industrial Relations Departments, University of Montreal.

68. TORONTO. UNIVERSITY. COMMERCE CLUB. *The Commerce Journal*, 1959. Toronto, 1959. Pp. 80.

Partial Contents: The Profit Sharing Issue: Industrial Cooperation vs. Destructive Conflict, by H. V. Lush. The Profit Sharing Issue—Organized Labour's Attitude, by A. Andras. Opportunities for Commerce Graduates in the Investment Field, by H. L. Gassard. Why Labour opposes Compulsory Arbitration, by Donald MacDonald.

69. U.S. CONGRESS. SENATE COMMITTEE ON THE JUDICIARY. *Organized Professional Team Sports. Hearings before the Subcommittee on Antitrust and Monopoly of the Committee on the Judiciary, United States Senate, Eighty-fifth Congress, Second Session, pursuant to S. Res. 231, on H.R. 10378... and S. 4070 to limit the Applicability of the Antitrust Laws so as to exempt Certain Aspects of Designated Professional Team Sports, and for Other Purposes...* Washington, GPO, 1958. Pp. 81. Hearings held July 9-31, 1958.

The hearings dealt with the applicability of the antitrust laws to the organized team sports of baseball, football, basketball, and hockey.

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LABOUR STATISTICS

	PAGE
Table A-1 and A-2—Labour Force.....	1105
Table B-1—Labour Income.....	1106
Table C-1 to C-6—Employment, Hours and Earnings.....	1107
Table D-1 to D-5—Employment Service Statistics.....	1112
Table E-1 to E-4—Unemployment Insurance.....	1118
Table F-1 and F-2—Prices.....	1120
Table G-1 to G-4—Strikes and Lockouts.....	1121
Tables H-1 and H-2—Industrial Fatalities.....	1124

A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JULY 18, 1959

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	6,434	121	449	1,798	2,358	1,124	584
Agricultural.....	842	*	65	199	208	328	38
Non-Agricultural.....	5,592	117	384	1,599	2,150	796	546
Males.....	4,863	102	354	1,389	1,739	856	443
Agricultural.....	762	*	61	186	188	292	31
Non-Agricultural.....	4,101	98	293	1,183	1,551	564	412
Females.....	1,571	19	95	429	619	268	141
Agricultural.....	80	*	*	13	20	36	*
Non-Agricultural.....	1,491	19	91	416	599	232	134
All Ages.....	6,434	121	449	1,798	2,358	1,124	584
14-19 years.....	795	17	64	257	261	139	57
20-24 years.....	796	18	55	255	267	133	68
25-44 years.....	2,877	56	184	798	1,080	490	269
45-64 years.....	1,738	28	126	437	661	317	169
65 years and over.....	228	*	20	51	89	45	21
<i>Persons with Jobs</i>							
All status groups.....	6,206	106	424	1,716	2,294	1,105	561
Males.....	4,677	88	332	1,302	1,690	840	425
Females.....	1,529	18	92	414	604	265	136
Agricultural.....	835	*	64	197	205	327	38
Non-Agricultural.....	5,371	102	360	1,519	2,089	778	523
Paid Workers.....	4,961	89	331	1,395	1,942	725	479
Males.....	3,605	73	253	1,025	1,388	509	357
Females.....	1,356	16	78	370	554	216	122
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	228	15 ⁽¹⁾	25	82	64	19	23
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,138	148	449	1,469	1,715	861	496
Males.....	909	39	87	244	274	157	108
Females.....	4,229	109	362	1,225	1,441	704	388

* Less than 10,000.

⁽¹⁾ The change between September and October 1958 in the level of estimates of "Persons without jobs and seeking work" in Newfoundland appeared to be mainly a manifestation of sampling error. This factor should be recognized in any comparison of estimates for September 1958 or earlier with estimates for October 1958 or later.

TABLE A-2—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended July 18, 1959		Week Ended June 20, 1959		Week Ended July 19, 1958	
	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾	Total	Seeking Full-Time Work ⁽¹⁾
Total looking for work.....	249	235	261	247	320	304
Without Jobs.....	228	215	234	222	291	278
Under 1 month.....	80	—	61	—	86	—
1—3 months.....	71	—	73	—	93	—
4—6 months.....	33	—	45	—	49	—
7—12 months.....	27	—	37	—	51	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	11	—	11	—	*	—
Worked.....	21	20	27	25	29	26
1—14 hours.....	*	*	*	*	10	*
15—34 hours.....	15	14	20	18	19	17

(1) To obtain the number seeking part-time work, subtract figures in this column from those in the "Total" column.

* Less than 10,000.

B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

TABLE B-1—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals ¹					Totals ²	
	Mining	Manufacturing	Trans- portation, Storage and Communi- cation ²	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Govern- ment)		
1954—Total....	.402	3,903	1,317	310	869	204	1,794	3,010	494 12,452	
1955—Total....	432	4,148	1,396	329	915	204	1,870	3,211	538 13,223	
1956—Total....	498	4,586	1,560	371	1,210	239	2,669	3,546	617 14,890	
1957—Total....	535	4,805	1,658	336	1,316	263	2,263	3,954	673 15,996	
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717 16,434	
1958—May....	44.1	400.1	140.3	61.3	337.5	71.5	583.7	1,079.8	178.1 1,375.9	
June....	44.7	403.7	142.4							
July....	44.1	401.0	145.0							
August....	44.7	398.6	145.1	68.4	396.2	73.7	590.5	1,095.2	182.2 1,411.6	
Sept....	43.9	403.5	142.9							
Oct....	42.5	398.8	142.3							
Nov....	42.3	400.9	141.7	82.8	337.7	72.3	616.8	1,132.7	184.4 1,403.0	
Dec....	42.0	393.2	139.0							
1959—Jan....	44.8	400.9	146.1							
Feb....	45.1	402.0	136.9	62.9	292.3	71.3	603.0	1,159.9	185.7 1,385.5	
Mar....	44.7	405.3	137.0							
Apr....	44.9	409.2	140.2							
May....	45.1	420.7	147.0	68.4	367.1	75.3	625.4	1,221.4	191.7 1,483.5	
June*....	46.5	429.2	150.7							
July†....	47.2	419.2	152.6							

¹ Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

² Includes post office wages and salaries.

³ Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At June, 1959 employers in the principal non-agricultural industries reported a total employment of 2,819,861. Tables C-1(every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-4 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite(1)				Manufacturing			
	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Weekly Wages and Salaries	
Averages								
1954	109.9	151.6	137.4	59.04	107.3	150.0	139.1	61.15
1955	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1958								
June	121.3	200.3	164.6	70.70	112.0	187.4	166.2	73.06
July	122.0	201.6	164.7	70.76	111.8	186.0	165.2	72.62
August	121.8	201.1	164.5	70.67	111.5	184.9	164.7	72.40
September	121.9	201.8	164.9	70.85	112.4	187.2	165.4	72.73
October	120.1	199.5	165.6	71.13	110.1	185.0	166.8	73.36
November	119.2	199.4	166.7	71.60	109.6	186.0	168.5	74.11
December	115.8	186.5	160.4	68.91	106.8	173.4	161.3	70.91
1959								
January	113.7	192.2	168.4	72.34	107.5	185.1	170.9	75.16
February	113.0	193.1	170.2	73.11	107.5	186.2	171.9	75.59
March	113.7	193.0	169.0	72.60	108.4	186.8	172.0	75.22
April	115.7	198.0	170.5	73.26	109.5	189.9	172.1	75.69
May	119.6	206.3	171.8	73.82	111.7	195.2	173.3	76.20
June	123.3	212.4	171.6	73.71	114.1	198.9	172.9	76.01

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings, formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1959	May 1959	June 1958	June 1959	May 1959	June 1958
Provinces						
Newfoundland.....	135.7	117.5	133.4	64.88	63.58	62.28
Prince Edward Island.....	133.3	127.4	117.8	54.00	55.59	52.11
Nova Scotia.....	97.8	96.0	97.0	59.54	60.55	59.13
New Brunswick.....	103.8	98.0	100.2	59.39	59.73	56.82
Quebec.....	121.6	117.6	120.4	70.41	70.69	67.29
Ontario.....	124.1	121.4	122.5	76.94	76.73	73.98
Manitoba.....	115.5	111.8	112.0	71.22	70.60	67.87
Saskatchewan.....	138.0	133.2	133.8	70.24	69.77	68.99
Alberta (including Northwest Territories).....	161.3	154.7	155.5	75.32	75.94	73.32
British Columbia (including Yukon).....	121.4	117.9	118.0	80.44	81.29	75.51
Canada.....	123.3	119.6	121.3	73.71	73.82	70.70
Urban Areas						
St. John's.....	135.9	131.1	127.3	54.05	53.75	50.74
Sydney.....	89.1	89.2	90.8	67.50	73.54	75.26
Halifax.....	116.6	116.2	112.3	60.23	60.11	57.51
Moncton.....	100.9	98.5	98.1	57.50	57.41	55.76
Saint John.....	98.0	95.4	94.1	58.00	57.01	54.04
Chicoutimi-Jonquiere.....	113.1	110.0	110.....	89.87	87.93	.....
Quebec.....	112.7	110.9	112.4	60.92	61.99	58.71
Sherbrooke.....	100.8	100.5	97.2	59.27	59.70	57.29
Shawinigan.....	99.9	97.4	105.9	81.56	80.80	77.92
Three Rivers.....	123.3	117.9	120.0	68.64	67.81	64.02
Drummondville.....	76.1	75.3	72.7	60.07	60.51	58.16
Montreal.....	124.9	123.9	123.1	71.85	72.33	68.34
Ottawa—Hull.....	126.8	125.2	123.0	67.91	68.12	65.09
Kingston.....	113.5	111.6	116.3	69.96	69.09	68.24
Peterborough.....	104.5	102.1	98.4	81.85	82.34	77.91
Oshawa.....	183.1	182.5	173.1	85.49	86.87	80.36
Toronto.....	133.0	131.0	131.8	77.49	77.19	74.65
Hamilton.....	114.5	112.7	109.1	82.43	81.96	77.65
St. Catharines.....	114.4	113.2	113.4	84.10	84.32	80.51
Niagara Falls.....	106.7	102.7	115.0	76.28	75.33	74.51
Brantford.....	92.9	91.2	88.3	70.66	70.55	66.98
Guelph.....	129.4	128.2	120.2	69.17	68.32	66.94
Galt.....	113.5	111.2	112.1	66.67	66.31	63.75
Kitchener.....	122.7	119.5	114.9	70.40	69.98	66.88
Sudbury.....	140.0	138.8	138.0	85.82	86.53	86.58
Timmins.....	95.5	93.3	89.0	67.25	65.24	63.21
London.....	127.1	125.6	121.9	70.13	69.94	66.94
Sarnia.....	115.1	107.4	134.7	90.74	95.63	92.13
Windsor.....	84.6	82.1	82.1	84.97	84.89	77.96
Sault Ste. Marie.....	151.5	144.0	142.1	92.13	92.28	86.08
Ft. William—Pt. Arthur.....	118.9	117.1	122.9	74.66	75.76	72.37
Winnipeg.....	113.0	110.5	108.6	68.07	67.30	64.34
Regina.....	140.3	137.1	126.6	66.85	66.62	65.38
Saskatoon.....	140.5	137.4	138.0	66.88	67.55	63.87
Edmonton.....	192.9	188.3	185.7	71.53	71.47	69.03
Calgary.....	174.0	168.2	160.0	70.89	71.68	68.61
Vancouver.....	120.2	118.1	116.2	79.29	79.52	74.38
Victoria.....	116.8	114.8	116.8	72.42	72.95	69.63

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

This table is published every second month.

TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)
SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1959	May 1959	June 1958	June 1959	May 1959	June 1958
Mining	126.4	123.3	126.8	89.43	89.37	86.08
Metal mining	144.8	141.8	141.2	92.97	91.45	88.51
Gold	75.3	73.9	75.9	74.51	72.30	72.87
Other metal	209.5	204.2	202.2	99.16	97.92	93.99
Fuels	91.7	91.99	90.3	87.71	89.90	87.22
Coal	47.6	48.0	53.7	62.87	69.18	71.17
Oil and natural gas	265.1	264.4	277.9	105.26	104.84	99.35
Non-metal	146.7	135.3	143.5	76.84	78.29	72.88
Manufacturing	114.1	111.7	112.0	76.01	76.20	73.06
Durable goods	120.1	117.8	118.3	81.69	81.72	78.20
Non-durable goods	109.0	106.4	106.6	70.70	71.01	68.18
Food and beverages	119.6	112.7	116.1	67.91	68.90	65.00
Meat products	143.8	140.5	131.9	78.34	78.98	73.85
Canned and preserved fruits and vegetables	108.0	82.9	106.3	57.10	61.21	54.51
Grain mill products	106.2	103.8	105.8	73.12	72.61	72.20
Bread and other bakery products	111.9	109.3	111.4	67.76	66.68	64.95
Distilled and malt liquors	107.7	107.5	108.6	90.19	88.69	84.34
Tobacco and tobacco products	85.6	88.3	91.2	76.85	75.75	70.25
Rubber products	108.6	106.8	100.2	80.41	79.79	75.89
Leather products	89.6	88.6	85.8	50.47	50.74	49.62
Boots and shoes (except rubber)	96.4	95.3	91.1	47.88	48.11	46.75
Textile products (except clothing)	79.9	80.1	76.4	60.45	60.09	58.60
Cotton yarn and broad woven goods	74.9	75.6	74.2	55.08	55.08	53.98
Woolen goods	60.3	59.7	58.3	58.70	57.89	56.32
Synthetic textiles and silk	82.0	82.0	78.6	67.23	66.52	65.21
Clothing (textile and fur)	92.0	91.2	88.9	46.34	47.03	44.90
Men's clothing	93.9	93.4	93.2	46.10	45.94	44.71
Women's clothing	94.0	93.7	90.2	46.52	48.58	44.89
Knit goods	78.1	77.8	74.5	45.48	46.12	44.32
Wood products	113.5	109.8	108.0	64.20	65.64	62.47
Saw and planing mills	117.7	113.2	110.7	65.91	67.58	64.17
Furniture	113.9	111.6	109.2	62.25	63.34	60.58
Other wood products	93.3	89.0	93.1	59.41	59.45	57.17
Paper products	126.9	123.2	124.7	88.65	88.85	85.09
Pulp and paper mills	128.3	124.8	124.9	94.98	95.34	91.08
Other paper products	123.2	119.4	124.0	72.00	71.74	70.18
Printing, publishing and allied industries	121.7	120.4	119.5	82.57	82.77	78.57
Iron and steel products	112.6	110.2	104.4	87.02	88.29	82.00
Agricultural implements	82.9	82.0	61.6	90.79	89.40	83.65
Fabricated and structural steel	170.9	168.1	163.1	86.82	87.32	83.05
Hardware and tools	100.1	98.2	90.2	78.58	77.76	73.92
Heating and cooking appliances	109.3	105.8	99.8	75.00	74.04	71.75
Iron castings	103.4	100.4	95.8	81.28	81.88	77.31
Machinery, Industrial	119.7	117.0	114.6	84.18	83.76	79.46
Primary iron and steel	121.5	119.0	110.7	98.44	98.16	92.74
Sheet metal products	113.2	110.9	103.7	88.60	84.83	80.32
Wire and wire products	121.9	119.2	115.3	88.08	87.93	86.07
Transportation equipment	116.5	115.9	129.5	86.22	86.54	82.00
Aircraft and parts	262.9	263.2	370.0	89.72	88.07	87.97
Motor vehicles	113.4	111.7	106.3	95.69	98.30	87.79
Motor vehicles parts and accessories	114.8	114.9	105.2	84.82	85.07	81.43
Railroad and rolling stock equipment	72.5	70.8	79.3	78.45	79.14	73.77
Shipbuilding and repairing	131.1	133.8	151.8	79.89	79.46	76.04
Non-ferrous metal products	128.2	126.5	127.3	85.07	84.85	85.00
Aluminum products	141.5	137.8	128.8	82.43	81.88	80.38
Brass and copper products	111.2	112.2	104.5	79.19	79.70	78.52
Smelting and refining	144.7	142.4	154.2	93.00	92.65	92.22
Electrical apparatus and supplies	136.4	134.4	135.8	82.45	81.80	77.57
Heavy electrical machinery	112.1	111.8	122.5	89.13	88.52	85.81
Telecommunication equipment	211.3	207.1	222.3	79.32	79.10	75.62
Non-metallic mineral products	151.0	146.1	137.0	79.24	79.31	76.84
Clay products	107.5	104.1	109.0	73.18	73.62	70.06
Glass and glass products	158.1	152.3	124.9	76.01	73.19	73.40
Products of petroleum and coal	142.7	141.2	144.2	111.92	113.81	105.19
Chemical products	129.0	127.3	133.1	86.07	85.68	83.60
Medicinal and pharmaceutical preparations	120.2	119.3	119.9	76.22	75.85	74.77
Acids, alkalis and salts	145.7	142.6	152.3	97.79	97.49	93.60
Miscellaneous manufacturing industries	126.4	125.3	120.3	68.07	68.04	64.88
Construction	143.2	133.0	140.1	76.74	77.96	74.91
Building and general engineering	140.3	131.7	138.6	82.74	84.94	81.19
Highways, bridges and streets	147.9	135.1	142.5	67.56	66.99	65.11
Electric and motor transportation	131.4	129.2	126.4	78.68	78.04	74.92
Service	144.3	138.7	141.3	49.66	50.23	47.96
Hotels and restaurants	135.9	127.9	134.1	39.57	39.87	38.47
Laundries and dry cleaning plants	116.3	114.8	118.3	45.00	46.11	43.33
Industrial composite	123.3	119.6	121.3	78.71	73.82	70.70

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751—statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1959	May 1959	June 1958	June 1959	May 1959	June 1958	June 1959	May 1959	June 1958
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	41.0	40.5	41.6	2.03	2.06	1.95	83.37	83.41	81.24
Metal mining	41.8	40.4	41.9	2.12	2.16	2.03	88.86	87.11	85.18
Gold	43.2	41.3	43.0	1.61	1.62	1.59	69.56	66.81	68.24
Other metal	41.3	40.1	41.5	2.32	2.36	2.20	95.82	94.47	91.51
Fuels	37.3	39.8	40.7	1.92	1.91	1.86	71.72	75.96	75.62
Coal	35.1	39.3	40.3	1.72	1.73	1.72	60.54	68.05	69.48
Oil and natural gas	41.0	40.5	41.4	2.20	2.21	2.10	90.34	89.29	87.02
Non-metal	42.0	42.1	41.7	1.79	1.81	1.72	75.09	76.11	71.85
Manufacturing	41.0	41.1	40.5	1.73	1.73	1.67	70.71	70.90	67.47
Durable goods	41.3	41.4	40.7	1.87	1.86	1.80	77.10	77.12	73.06
Non-durable goods	40.6	40.7	40.3	1.58	1.59	1.54	64.33	64.63	61.90
Food and beverages	41.6	41.3	41.4	1.52	1.55	1.44	63.18	63.93	59.70
Meat products	41.7	41.9	41.5	1.80	1.81	1.68	74.97	75.80	69.89
Canned and preserved fruits and vegetables	40.6	38.5	38.2	1.25	1.35	1.28	50.82	51.85	46.83
Grain mill products	41.8	42.1	43.0	1.65	1.63	1.59	68.97	68.78	68.20
Bread and other bakery products	43.3	42.8	43.5	1.41	1.41	1.33	60.97	60.49	57.86
Distilled liquors	40.5	40.1	40.9	1.90	1.87	1.80	77.12	75.11	73.66
Malt liquors	41.0	40.0	40.1	2.12	2.12	1.99	86.85	84.77	79.84
Tobacco and tobacco products	40.5	40.6	39.8	1.75	1.72	1.63	70.95	69.92	64.99
Rubber products	42.1	41.9	41.2	1.80	1.79	1.72	75.85	74.95	70.74
Leather products	39.5	39.8	39.8	1.18	1.17	1.15	46.40	46.74	45.81
Boots and shoes (except rubber)	39.1	39.5	39.3	1.13	1.12	1.10	44.15	44.37	43.11
Other leather products	40.2	40.7	40.8	1.29	1.28	1.26	51.74	52.31	51.61
Textile products (except clothing)	42.1	41.9	41.7	1.29	1.28	1.25	54.32	53.94	52.04
Cotton yarn and broad woven goods	39.4	39.8	39.3	1.28	1.26	1.24	50.30	50.18	48.69
Woollen goods	44.6	44.1	43.4	1.22	1.21	1.17	54.48	53.50	50.95
Synthetic textiles and silk	43.7	43.4	43.5	1.37	1.37	1.33	59.94	59.30	57.72
Clothing (textile and fur)	37.2	38.1	36.6	1.11	1.10	1.08	41.20	42.02	39.45
Men's clothing	37.1	37.4	36.4	1.14	1.12	1.10	42.22	42.01	39.97
Women's clothing	34.9	37.2	33.5	1.15	1.15	1.13	40.22	42.83	37.75
Knit goods	39.7	40.2	38.7	1.03	1.03	1.02	40.86	41.44	39.28
*Wood products	41.1	42.2	41.0	1.49	1.50	1.46	61.41	63.14	59.78
Saw and planing mills	40.6	41.7	40.4	1.58	1.58	1.54	63.88	66.17	62.30
Furniture	41.9	42.9	41.7	1.38	1.37	1.35	57.72	58.90	56.34
Other wood products	42.9	43.1	42.5	1.30	1.29	1.26	55.71	55.43	53.76
Paper products	41.8	41.7	41.4	2.00	2.00	1.93	83.45	83.53	79.90
Pulp and paper mills	41.9	41.8	41.4	2.13	2.14	2.07	89.41	89.68	85.62
Other paper products	41.4	41.3	41.3	1.60	1.59	1.54	66.01	65.57	63.56
Printing, publishing and allied industries	39.6	39.9	39.4	2.09	2.09	1.99	82.73	83.39	78.29
*Iron and steel products	41.6	41.3	40.6	2.01	2.00	1.91	83.49	82.44	77.71
Agricultural implements	42.7	42.2	41.0	2.06	2.04	1.92	87.90	85.97	78.52
Fabricated and structural steel	41.1	41.3	40.1	1.94	1.95	1.87	79.98	80.60	75.15
Hardware and tools	42.3	41.9	40.6	1.75	1.73	1.67	74.05	72.74	67.92
Heating and cooking appliances	41.3	40.8	41.3	1.73	1.72	1.64	71.42	70.04	67.94
Iron castings	40.6	41.2	39.8	1.92	1.90	1.85	77.89	78.27	73.55
Machinery, Industrial	42.3	42.1	40.8	1.88	1.88	1.80	79.73	79.00	73.44
Primary iron and steel	41.0	40.7	39.8	2.32	2.32	2.23	95.16	94.58	88.83
Sheet metal products	42.7	40.9	41.2	2.00	1.97	1.88	85.26	80.54	76.55
*Transportation equipment	40.8	41.2	40.5	1.99	1.99	1.89	81.31	81.87	76.55
Aircraft and parts	41.2	40.7	40.9	1.97	1.95	1.94	81.18	79.44	79.43
Motor vehicles	41.4	42.5	39.8	2.17	2.19	2.03	89.79	93.25	80.75
Motor vehicle parts and accessories	41.3	41.4	40.5	1.95	1.95	1.89	80.50	80.88	76.42
Railroad and rolling stock equipment	39.4	40.0	40.1	1.94	1.94	1.80	76.66	77.41	72.26
Shipbuilding and repairing	41.1	41.0	41.1	1.92	1.90	1.83	78.78	78.09	75.25
*Non-ferrous metal products	40.5	40.3	40.4	1.97	1.97	1.95	79.66	79.55	78.74
Aluminum products	42.5	41.5	41.5	1.71	1.72	1.65	72.65	71.38	68.48
Brass and copper products	39.8	40.1	40.9	1.85	1.86	1.81	73.58	74.54	73.87
Smelting and refining	40.2	40.1	40.1	2.18	2.19	2.14	87.69	87.68	85.61
*Electrical apparatus and supplies	41.1	40.6	39.3	1.79	1.78	1.72	73.49	72.45	67.52
Heavy electrical machinery and equipment ¹	40.7	40.4	40.2	1.99	1.99	1.92	81.16	80.40	77.30
Telecommunication equipment	40.6	40.2	40.7	1.61	1.61	1.53	65.48	64.93	62.19
Refrigerators, vacuum cleaners and appliances	41.2	40.8	40.5	1.76	1.77	1.74	72.66	72.40	70.31
Wire and cable	43.5	42.4	37.8	2.01	1.96	1.86	87.40	83.16	70.42
Miscellaneous electrical products	40.8	40.3	37.2	1.69	1.69	1.63	69.09	68.10	60.49
*Non-metallic mineral products	43.5	43.7	43.6	1.73	1.73	1.67	75.32	75.44	72.94
Clay products	42.7	42.9	42.6	1.60	1.60	1.54	68.45	68.88	65.56
Glass and glass products	42.5	41.2	42.3	1.71	1.70	1.64	72.76	69.78	69.16
Products of petroleum and coal	41.6	42.7	41.5	2.45	2.46	2.33	102.03	105.28	96.82
Chemical products	40.9	40.9	41.1	1.85	1.84	1.82	75.69	75.20	74.93
Medicinal and pharmaceutical preparations	41.2	40.7	41.6	1.44	1.43	1.43	59.17	58.28	59.57
Acids, alkalis and salts	40.8	40.8	41.1	2.17	2.17	2.07	88.54	88.55	85.16
Miscellaneous manufacturing industries	41.4	41.5	41.2	1.44	1.42	1.39	59.70	59.10	57.31
Construction	40.7	41.3	41.6	1.83	1.84	1.76	74.63	75.82	73.42
Building and general engineering	39.7	41.3	40.9	2.01	1.99	1.94	79.84	82.31	79.22
Highways, bridges and streets	42.6	41.4	42.7	1.54	1.55	1.48	65.36	64.12	63.11
Electric and motor transportation	44.6	44.6	44.7	1.76	1.75	1.67	78.48	77.91	74.47
Service	39.4	39.7	39.8	0.99	1.00	0.96	39.06	39.67	38.13
Hotels and restaurants	39.4	39.3	39.7	0.97	0.98	0.93	38.13	38.47	37.04
Laundries and dry cleaning plants	40.3	41.5	40.3	0.97	0.98	0.96	39.03	40.52	38.85

* Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
Monthly Average 1954.....	40.7	1.41	57.43	137.6	116.2	118.4
Monthly Average 1955.....	41.0	1.45	59.45	142.4	116.4	122.3
Monthly Average 1956.....	41.0	1.52	62.40	149.5	118.1	126.6
Monthly Average 1957.....	40.4	1.61	64.96	155.6	121.9	127.6
Monthly Average 1958.....	40.2	1.66	66.77	160.0	125.1	127.9
Last Pay Period in:						
1958 June.....	40.5	1.67	67.47	161.6	125.1	129.2
July.....	40.3	1.66	66.86	160.2	124.7	128.5
August.....	40.6	1.64	66.58	159.5	125.2	127.4
September.....	40.7	1.64	66.91	160.3	125.6	127.6
October.....	40.8	1.66	67.52	161.8	126.0	128.4
November.....	40.9	1.67	68.43	163.9	126.3	129.8
December.....	40.7*	1.71	69.60*	166.7	126.2	132.1
1959 January.....	40.6	1.70	69.28	166.0	126.1	131.6
February.....	40.9	1.71	69.81	167.2	125.7	133.0
March.....	40.3	1.72	69.40	166.3	125.5	132.5
April.....	40.7	1.72	70.01	167.7	125.4	133.7
May.....	41.1	1.73	70.90	169.9	125.6	135.3
June (?).....	41.0	1.73	70.71	169.4	125.9	134.6

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for December 1958 are 37.3 and \$63.71.

(?) Latest figures subject to revision.

D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
September 1, 1953.....	24,203	20,321	44,524	113,191	48,634	161,825
September 1, 1954.....	13,691	14,110	27,801	180,407	70,472	250,879
September 1, 1955.....	26,320	19,536	45,856	121,045	63,738	185,683
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
September 1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
September 1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
October 1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
November 1, 1958.....	7,319	9,552	16,871	255,451	115,711	371,162
December 1, 1958.....	11,579	9,752	21,331	329,050	126,341	455,391
January 1, 1959.....	8,643	8,549	17,192	562,257	158,163	720,420
February 1, 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
March 1, 1959.....	9,007	10,816	19,823	623,338	174,787	798,125
April 1, 1959.....	11,740	13,399	25,139	611,941	189,625	781,566
May 1, 1959.....	16,583	16,280	33,163	498,897	161,742	660,639
June 1, 1959.....	19,758	18,044	37,802	342,605	140,615	483,220
July 1, 1959.....	14,579	16,464	31,043	193,774	114,377	308,151
August 1, 1959(1).....	14,235	14,317	28,552	185,527	106,965	292,492
September 1, 1959(1).....	16,741	18,466	35,207	172,417	98,074	268,491

* Current Vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 31,
1959⁽¹⁾**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				June 30, 1959	July 31, 1958
Agriculture, Fishing, Trapping.	2,028	436	2,464	+ 1,309	- 1,274
Forestry.	1,233	5	1,238	+ 167	+ 1,084
Mining, Quarrying and Oil Wells.	464	45	509	- 116	+ 138
Metal Mining.	295	13	308	- 131	+ 75
Fuels.	81	15	96	+ 20	+ 46
Non-Metal Mining.	52	2	54	- 12	- 3
Quarrying, Clay and Sand Pits.	21	1	22	+ 8	+ 15
Prospecting.	15	14	29	- 1	+ 5
Manufacturing.	3,409	2,566	5,975	+ 288	+ 1,848
Foods and Beverages.	501	275	776	+ 241	+ 390
Tobacco and Tobacco Products.	11	5	16	- 4	- 5
Rubber Products.	44	28	72	+ 11	+ 20
Leather Products.	58	144	202	+ 27	+ 30
Textile Products (except clothing).	100	149	249	- 31	+ 49
Clothing (textile and fur).	119	1,147	1,266	+ 266	+ 208
Wood Products.	305	94	399	- 83	+ 126
Paper Products.	112	71	183	- 3	+ 72
Printing, Publishing and Allied Industries.	126	95	221	- 45	+ 74
Iron and Steel Products.	646	152	798	- 66	+ 355
Transportation Equipment.	581	53	634	+ 37	+ 229
Non-Ferrous Metal Products.	190	46	236	+ 10	+ 124
Electrical Apparatus and Supplies.	274	104	378	- 29	+ 131
Non-Metallic Mineral Products.	100	23	123	- 27	+ 5
Products of Petroleum and Coal.	30	10	40	- 10	- 33
Chemical Products.	139	83	222	+ 18	+ 48
Miscellaneous Manufacturing Industries.	73	87	160	- 24	+ 25
Construction.	2,306	121	2,427	+ 296	+ 583
General Contractors.	1,519	73	1,592	+ 203	+ 315
Special Trade Contractors.	787	48	835	+ 93	+ 268
Transportation, Storage and Communication.	849	213	1,062	- 70	+ 396
Transportation.	687	112	799	+ 34	+ 353
Storage.	30	14	44	- 13	+ 10
Communication.	132	87	219	- 91	+ 33
Public Utility Operation.	89	29	118	+ 13	- 18
Trade.	1,891	2,176	4,067	- 467	- 981
Wholesale.	684	567	1,251	- 21	+ 415
Retail.	1,207	1,609	2,816	- 446	+ 566
Finance, Insurance and Real Estate.	507	607	1,114	- 188	+ 64
Service.	2,310	8,407	10,717	- 2,692	+ 2,089
Community or Public Service.	345	1,861	2,206	- 52	+ 744
Government Service.	699	342	1,041	- 640	- 41
Recreation Service.	96	99	195	- 100	- 154
Business Service.	506	456	962	- 309	+ 248
Personal Service.	664	5,649	6,313	- 1,591	+ 1,292
GRAND TOTAL.	15,086	14,605	29,691	- 1,460	+ 5,891

(¹) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT JULY 30, 1959⁽¹⁾

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,710	1,318	3,028	5,630	1,621	7,251
Clerical Workers.....	942	3,276	4,218	12,697	38,524	51,221
Sales Workers.....	1,195	985	2,180	4,881	12,929	17,810
Personal and Domestic Service Workers.	891	6,200	7,091	20,480	16,355	36,835
Seamen.....	5	.....	5	868	.....	868
Agriculture, Fishing, Forestry (Ex. log.).	1,638	331	1,969	2,390	493	2,883
Skilled and Semiskilled Workers.....	6,092	1,694	7,786	76,163	18,733	94,896
Food and kindred products (incl. tobacco).....	72	23	95	772	581	1,353
Textiles, clothing, etc.....	102	1,194	1,296	2,591	11,633	14,224
Lumber and lumber products.....	1,398	2	1,400	6,532	119	6,651
Pulp, paper (incl. printing).....	45	19	64	755	395	1,150
Leather and leather products.....	40	105	145	792	877	1,669
Stone, clay and glass products.....	15	.....	15	222	43	265
Metalworking.....	672	45	717	13,367	939	14,306
Electrical.....	120	26	146	1,971	1,201	3,172
Transportation equipment.....	8	1	9	1,261	149	1,410
Mining.....	200	.....	200	1,834	.....	1,834
Construction.....	1,263	1	1,264	12,676	5	12,681
Transportation (except seamen).....	558	14	572	12,230	118	12,348
Communications and public utility.....	17	.....	17	467	2	469
Trade and service.....	207	202	409	3,043	1,415	4,458
Other skilled and semiskilled.....	1,222	40	1,262	12,966	989	13,955
Foremen.....	50	15	65	1,610	259	1,869
Apprentices.....	103	7	110	3,074	8	3,082
Unskilled Workers.....	1,762	513	2,275	62,418	18,310	80,728
Food and tobacco.....	122	139	261	1,704	3,301	5,005
Lumber and lumber products.....	55	1	56	4,966	297	5,263
Metalworking.....	160	19	179	4,059	524	4,583
Construction.....	826	.....	826	23,329	1	23,330
Other unskilled workers.....	599	354	953	28,360	14,187	42,547
GRAND TOTAL.....	14,235	14,317	28,552	185,527	106,965	292,492

(¹) Preliminary—subject to revision.

(²) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 30, 1959

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) July 30, 1959	Previous Month July 2, 1959	Previous Year July 31, 1958	(1) July 30, 1959	Previous Month July 2, 1959	Previous Year July 31, 1958
Newfoundland	309	419	276	5,787	7,773	7,202
Corner Brook.....	64	19	4	1,507	1,915	2,001
Grand Falls.....	4	4	2	395	595	605
St. John's.....	241	396	270	3,885	5,263	4,596
Prince Edward Island	152	217	149	1,197	1,470	1,453
Charlottetown.....	105	154	108	630	795	820
Summerside.....	47	63	41	567	675	633
Nova Scotia	859	913	525	10,975	12,717	13,842
Amherst.....	18	9	12	522	607	570
Bridgewater.....	23	26	10	611	578	695
Halifax.....	546	510	358	3,290	3,896	4,039
Inverness.....				229	221	347
Kentville.....	143	193	42	728	887	1,065
Liverpool.....	1	5	1	217	261	271
New Glasgow.....	35	38	26	1,479	1,695	2,161
Springhill.....			1	614	700	237
Sydney.....	13	52	15	2,222	2,560	2,951
Truro.....	18	15	3	472	612	698
Yarmouth.....	62	65	57	591	720	808
New Brunswick	626	734	479	10,270	12,322	13,376
Bathurst.....	2	4	5	722	824	1,000
Campbellton.....	23	29	37	721	1,177	972
Edmundston.....	13	15	8	527	683	849
Fredericton.....	168	171	87	1,094	1,531	1,260
Minto.....	26	24	2	524	537	833
Moncton.....	178	224	224	2,127	2,425	2,517
Newcastle.....	2	1	1	922	1,127	1,004
Saint John.....	201	218	96	2,298	2,405	2,560
St. Stephen.....	5	14	4	691	801	1,375
Sussex.....	5	27	10	182	237	204
Woodstock.....	3	7	5	462	575	802
Quebec	6,975	6,850	4,744	88,869	91,199	112,675
Alma.....	23	13	33	1,293	1,455	1,217
Asbestos.....	15	21	8	260	305	736
Beauharnois.....	27	44	36	664	641	580
Buckingham.....	51	46	8	410	533	748
Causapscal.....	29	244	47	546	653	641
Chandler.....	15	13	1	247	282	204
Chicoutimi.....	259	109	52	1,142	1,610	1,336
Dolbeau.....	15	10	18	548	743	1,153
Drummondville.....	35	24	22	1,246	1,386	1,389
Farnham.....	66	50	99	451	631	539
Forestville.....	281	297	4	535	548	724
Gaspé.....	10	13	11	226	290	303
Granby.....	32	35	35	1,195	831	1,592
Hull.....	108	83	36	1,566	1,618	1,927
Joliette.....	92	88	121	2,129	2,016	2,481
Jonquière.....	58	30	35	1,265	1,375	1,304
Lachute.....	16	29	38	506	471	525
La Malbaie.....	37	11	89	407	487	454
La Tuque.....	367	166	18	841	892	583
Lévis.....	103	92	71	1,248	1,534	2,327
Louiseville.....	17	20	43	585	794	764
Magog.....	1	2	2	276	311	486
Maniwaki.....	14	33		174	250	326
Matane.....	10	29	12	455	592	914
Mégantic.....	10	13	13	360	415	411
Mont-Laurier.....	4	18	4	370	360	616
Montmagny.....	12	20	14	504	572	782
Montreal.....	3,239	3,276	2,632	37,153	39,600	47,974
New Richmond.....	2	11	8	235	397	370
Port Alfred.....	2	4	5	225	368	345
Quebec.....	558	609	502	7,024	7,093	7,942
Rimouski.....	103	45	38	1,177	1,309	1,379
Rivière du Loup.....	37	37	9	751	876	1,095
Roberval.....	75	30	12	705	819	973
Rouyn.....	70	42	59	1,429	1,860	2,485
Ste. Agathe.....	35	100	15	236	308	263
Ste. Anne de Bellevue.....	67	63	37	520	473	597
Ste. Thérèse.....	90	23	38	1,056	933	1,004
St. Hyacinthe.....	73	52	24	1,826	1,420	1,535
St. Jean.....	65	82	49	1,313	1,290	1,672
St. Jérôme.....	109	86	35	901	789	1,192
Sept-Îles.....	120	167	53	667	864	723
Shawinigan.....	31	22	1	2,148	2,403	2,996
Sherbrooke.....	137	199	67	3,104	3,089	3,374
Sorel.....	67	61	33	1,133	1,067	1,873
Thetford Mines.....	60	49	79	896	907	1,131
Trois-Rivières.....	151	191	92	2,885	2,508	2,970
Val d'Or.....	42	23	20	1,115	1,185	1,372

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 30, 1959
 (SOURCE: U.I.C. 757)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) July 30, 1959	Previous Month July 2, 1959	Previous Year July 31, 1958	(1) July 30, 1959	Previous Month July 2, 1959	Previous Year July 31, 1958
Quebec—Cont'd.						
Valleyfield.....	9	21	24	1,129	1,222	1,478
Victoriaville.....	22	21	24	1,019	974	1,608
Ville St. Georges.....	54	83	18	773	950	1,262
Ontario.....	10,843	10,804	10,436	111,235	107,391	137,382
Arnprior.....	9	10	14	106	90	164
Barrie.....	35	32	46	818	857	608
Belleville.....	26	41	50	1,033	1,087	1,246
Bracebridge.....	172	323	58	315	355	357
Brampton.....	52	43	15	1,492	1,810	689
Brantford.....	74	111	67	1,396	1,377	2,406
Brockville.....	63	36	31	331	299	400
Carleton Place.....	14	13	12	158	121	117
Chatham.....	191	159	54	1,236	1,370	1,997
Cobourg.....	16	22	8	704	399	698
Collingwood.....	18	41	15	543	604	496
Cornwall.....	108	109	97	2,168	1,924	2,871
Elliot Lake.....	115	109	.....	320	537	.....
Fort Erie.....	26	15	5	313	329	404
Fort Frances.....	21	31	22	209	231	318
Fort William.....	78	135	185	899	1,161	1,317
Galt.....	90	110	21	932	800	1,495
Gananoque.....	14	11	10	141	147	162
Goderich.....	53	46	15	229	251	336
Guelph.....	54	54	33	1,209	1,119	1,449
Hamilton.....	869	837	606	7,484	7,483	11,608
Hawkesbury.....	20	13	6	318	655	400
Ingersoll.....	*	34	28	*	455	535
Kapuskasing.....	32	27	34	458	693	672
Kenora.....	13	36	15	213	311	344
Kingston.....	104	116	86	1,141	1,260	1,045
Kirkland Lake.....	54	80	38	689	805	678
Kitchener.....	263	193	67	1,844	1,165	2,503
Leamington.....	36	25	23	346	964	810
Lindsay.....	24	23	17	506	328	644
Listowel.....	29	19	34	182	129	188
London.....	600	656	506	3,230	2,929	3,576
Long Branch.....	251	298	144	2,581	2,786	2,477
Midland.....	28	31	16	306	322	383
Napanee.....	6	4	3	205	233	298
Newmarket.....	55	79	53	731	795	825
Niagara Falls.....	63	144	41	1,192	1,595	1,597
North Bay.....	21	15	28	735	1,328	1,356
Oakville.....	128	95	60	599	595	818
Orillia.....	22	33	31	471	489	845
Oshawa.....	132	170	62	7,408	2,521	7,223
Ottawa.....	961	936	800	3,457	3,503	3,841
Owen Sound.....	33	71	14	714	827	1,184
Parry Sound.....	1	3	2	113	212	180
Pembroke.....	68	98	95	802	836	1,237
Perth.....	27	28	36	236	381	300
Peterborough.....	63	115	58	1,048	1,467	2,534
Picton.....	13	14	17	186	183	232
Port Arthur.....	271	194	265	1,442	2,144	1,879
Port Colborne.....	6	4	15	589	411	631
Prescott.....	44	21	36	524	469	560
Renfrew.....	15	9	7	237	350	569
St. Catharines.....	121	143	81	4,246	2,574	5,472
St. Thomas.....	58	70	50	666	680	869
Sarnia.....	78	122	72	1,228	1,783	2,099
Sault Ste. Marie.....	240	350	233	1,144	1,281	1,862
Simcoe.....	742	48	2,885	838	593	902
Sioux Lookout.....	27	12	8	114	112	115
Smiths Falls.....	13	12	17	195	261	223
Stratford.....	54	55	29	602	539	695
Sturgeon Falls.....	9	7	2	443	411	732
Sudbury.....	191	234	294	2,050	2,476	3,940
Tillsonburg.....	325	*	*	353	*	*
Timmins.....	64	104	82	997	1,396	1,555
Toronto.....	2,685	3,111	2,146	27,653	29,746	32,078
Trenton.....	59	66	55	398	541	638
Walkerton.....	49	54	48	263	322	319
Wallaceburg.....	9	5	3	277	295	372
Welland.....	12	17	16	1,068	1,210	1,982
Weston.....	194	273	168	3,274	3,305	1,875
Windsor.....	161	166	91	8,911	5,918	11,390
Woodstock.....	271	*	*	576	*	*
Manitoba.....	2,824	3,519	1,634	9,582	11,842	12,851
Brandon.....	194	350	133	712	774	814
Dauphin.....	22	23	21	362	433	410
Flin Flon.....	71	26	53	143	197	189
Portage la Prairie.....	61	59	35	399	508	469
The Pas.....	101	158	28	245	279	277
Winnipeg.....	2,375	2,903	1,364	7,721	9,651	10,692

TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT JULY 30, 1959

(SOURCE: U.L.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) July 30, 1959	Previous Month July 2, 1959	Previous Year July 31, 1958	(1) July 30, 1959	Previous Month July 2, 1959	Previous Year July 31, 1958
Saskatchewan.....	1,096	1,150	844	5,808	7,688	6,460
Estevan.....	44	39	64	237	323	283
Lloydminster.....	38	36	.....	79	128	.....
Moose Jaw.....	154	177	175	561	738	639
North Battleford.....	41	38	52	287	301	441
Prince Albert.....	51	70	70	643	854	681
Regina.....	239	281	173	1,591	2,150	1,647
Saskatoon.....	295	319	166	1,360	1,780	1,476
Swift Current.....	96	105	45	216	276	248
Weyburn.....	36	21	16	122	165	169
Yorkton.....	102	64	83	712	973	876
Alberta.....	2,682	3,425	2,682	12,794	15,515	15,410
Blairmore.....	11	5	8	192	254	430
Calgary.....	928	1,071	987	3,857	4,146	4,782
Drumheller.....	29	28	.24	331	433	296
Edmonton.....	1,273	1,765	1,238	6,511	8,032	7,794
Edson.....	43	23	17	331	285	290
Lethbridge.....	140	233	177	618	856	751
Medicine Hat.....	140	202	114	491	873	525
Red Deer.....	118	98	117	463	636	542
British Columbia.....	2,186	3,012	1,594	35,975	37,234	51,359
Chilliwack.....	43	190	74	744	958	1,492
Courtenay.....	6	27	3	575	604	1,510
Cranbrook.....	52	36	19	342	547	363
Dawson Creek.....	18	13	14	640	930	725
Duncan.....	10	17	18	710	427	1,431
Kamloops.....	22	33	22	485	437	792
Kelowna.....	24	27	10	520	612	594
Kitimat.....	61	57	11	154	173	200
Mission City.....	11	103	7	587	694	881
Nanaimo.....	13	28	20	827	776	1,919
Nelson.....	29	39	12	422	596	495
New Westminster.....	264	286	200	5,031	4,883	6,807
Penticton.....	28	36	8	439	693	569
Port Alberni.....	31	15	50	907	574	1,304
Prince George.....	70	80	51	1,024	1,273	1,161
Prince Rupert.....	29	39	26	572	645	627
Princeton.....	18	11	5	128	195	212
Quesnel.....	36	17	.....	352	450	.....
Trail.....	49	53	16	608	715	490
Vancouver.....	1,082	1,424	896	17,004	16,075	25,020
Vernon.....	18	149	58	539	903	813
Victoria.....	192	232	224	3,118	3,556	3,761
Whitehorse.....	80	100	50	247	428	193
Canada.....	28,552	31,043	23,363	292,492	308,151	372,010
Males.....	14,235	14,579	11,505	185,527	193,774	252,853
Females.....	14,317	16,464	11,858	106,965	114,377	119,157

* Figures not available due to changes in local office areas.

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form U.L.C. 751)

1954-1959

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	181,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	588,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	58,385	198,386	287,112	181,772	116,474
1958 (7 months).....	472,132	306,728	165,404	30,576	111,568	159,146	100,632	70,210
1959 (7 months).....	556,973	378,034	178,939	36,505	134,443	190,922	125,539	69,564

E—Unemployment Insurance

TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JULY 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	4.0	.....	17,596	368,239
Prince Edward Island.....	0.5	.....	2,340	40,897
Nova Scotia.....	7.7	.....	33,614	642,788
New Brunswick.....	6.5	.....	28,646	547,576
Quebec.....	53.9	.....	237,174	4,734,496
Ontario.....	59.6	.....	262,299	5,314,214
Manitoba.....	5.3	.....	23,217	433,045
Saskatchewan.....	3.3	.....	14,653	268,475
Alberta.....	6.9	.....	30,152	610,406
British Columbia.....	17.1	.....	75,284	1,571,259
Total, Canada, July 1959.....	164.9	.....	724,975	14,531,393
Total, Canada, June 1959.....	197.0	.....	866,654	18,157,149
Total, Canada, July 1958.....	294.8	.....	1,297,228	26,815,103

TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE “LIVE FILE” ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, JULY 31, 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Duration on the Register (weeks)							Percent-age Postal	July 31, 1958 Total claimants
		2 or Less	3-4	5-8	9-12	13-18	17-20	Over 20		
Canada.....	225,945								31.0	300,826
Male.....	141,434								32.7	205,484
Female.....	84,511								28.3	95,342
Excluding T.....	206,255	73,569	23,336	27,984	21,170	16,495	11,263	32,438	30.6	275,747
Prairie M.....	130,232	52,739	14,926	15,917	12,102	9,575	6,557	18,416	31.8	189,378
Provinces F.....	76,023	20,830	8,410	12,067	9,068	6,920	4,706	14,022	28.5	85,889
Newfoundland.....	4,817	1,134	381	566	764	430	264	1,078	68.8	5,709
Male.....	3,788	1,004	306	442	667	346	203	820	74.1	4,863
Female.....	829	130	75	124	97	84	61	258	44.8	846
Prince Edward Island.....	710	187	115	115	74	57	35	127	62.4	940
Male.....	424	114	78	63	42	35	24	68	67.2	630
Female.....	286	73	37	52	32	22	11	59	55.2	310
Nova Scotia.....	9,207	2,210	1,042	1,423	1,250	969	518	1,795	39.1	12,566
Male.....	6,743	1,716	803	1,020	924	740	361	1,179	38.2	9,729
Female.....	2,464	494	239	403	326	229	157	616	38.8	2,837
New Brunswick.....	7,735	1,890	905	1,189	1,038	1,068	415	1,230	49.7	10,349
Male.....	5,513	1,447	657	791	740	843	277	758	53.3	7,937
Female.....	2,222	443	248	398	298	225	138	472	40.8	2,412
Quebec.....	69,992	23,566	7,532	10,233	7,915	6,256	4,099	10,391	28.1	94,052
Male.....	43,281	15,566	4,673	5,957	4,546	3,812	2,552	6,175	30.3	64,146
Female.....	26,711	8,000	2,859	4,276	3,369	2,444	1,547	4,216	24.5	29,906
Ontario.....	89,296	35,921	9,723	11,070	7,822	5,902	4,590	14,268	28.3	112,666
Male.....	54,073	26,116	5,694	5,580	3,823	2,757	2,474	7,629	27.7	72,747
Female.....	35,223	9,805	4,029	5,490	3,999	3,145	2,116	6,639	29.2	39,919
Manitoba.....	6,419								25.0	9,754
Male.....	3,262								29.2	5,825
Female.....	3,157								20.6	3,929
Saskatchewan.....	3,733								44.5	4,374
Male.....	1,874								53.0	2,432
Female.....	1,859								35.9	1,942
Alberta.....	9,538								39.0	10,951
Male.....	6,066								46.1	7,349
Female.....	3,472								26.6	3,602
British Columbia.....	24,698	8,661	3,638	3,388	2,307	1,813	1,342	3,549	28.9	39,465
Male.....	16,410	6,776	2,715	2,064	1,360	1,042	666	1,787	28.7	29,826
Female.....	8,288	1,885	923	1,324	947	771	676	1,762	29.3	9,639

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JULY, 1959

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,698	955	743	1,796	1,224	572	495
Prince Edward Island.....	309	224	85	305	222	83	75
Nova Scotia.....	3,764	2,264	1,500	4,573	3,499	1,074	751
New Brunswick.....	3,237	2,127	1,110	3,270	2,398	872	776
Quebec.....	30,384	21,720	14,664	37,461	28,508	8,953	7,684
Ontario.....	52,030	28,802	23,228	47,170	37,428	9,742	14,046
Manitoba.....	2,861	1,856	1,005	2,884	2,061	823	418
Saskatchewan.....	1,675	1,133	542	1,739	1,207	532	337
Alberta.....	4,967	2,865	2,102	4,898	3,746	1,152	1,305
British Columbia.....	15,353	9,696	5,657	14,208	9,866	4,342	3,746
Total, Canada, July 1959.....	122,278	71,642	50,636	118,304	90,159	28,145	29,633
Total, Canada, June 1959.....	107,080	63,922	43,158	107,507	79,054	28,453	25,659
Total, Canada, July 1958.....	167,402	91,426	75,976	176,384	141,198	35,168	32,988

* In addition, revised claims received numbered 22,274.

† In addition, 21,736 revised claims were disposed of. Of these, 1,754 were special requests not granted and 988 were appeals by claimants. There were 4,271 revised claims pending at the end of the month.

TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

End of	Total	Employed	Claimants
1959—June.....	4,016,600	3,796,100	220,500
May.....	3,919,000	3,639,600	279,400
April.....	4,134,000	3,523,200	610,800
March.....	4,239,000	3,472,100	766,900
February.....	4,248,000	3,452,000	796,000
January.....	4,257,000	3,471,900	785,100
1958—December.....	4,265,000	3,550,000	715,000
November.....	4,060,000	3,640,800	419,200
October.....	3,987,000	3,663,500	323,500
September.....	4,000,000	3,717,400	282,600
August.....	4,015,000	3,720,400	294,600
July.....	4,024,000	3,723,200	300,800
June.....	4,149,000	3,703,500	445,500

F—Prices

TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	171.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1958—July.....	124.7	121.4	138.4	109.9	120.6	130.4
August.....	125.2	122.9	139.1	109.6	120.5	130.6
September.....	125.6	122.0	139.4	109.5	120.8	131.5
October.....	126.0	123.4	139.6	109.9	113.2	131.8
November.....	126.3	123.2	139.8	110.4	121.5	133.1
December.....	126.2	122.2	139.9	110.5	122.0	133.4
1959—January.....	126.1	122.3	140.2	109.2	121.8	133.4
February.....	125.7	121.2	140.2	108.8	122.0	133.4
March.....	125.5	120.0	140.3	109.4	122.3	133.4
April.....	125.4	119.3	140.5	109.6	122.6	133.7
May.....	125.6	118.5	141.0	109.7	122.5	134.9
June.....	125.9	119.1	141.5	109.2	122.5	135.4
July.....	125.9	119.2	141.7	109.7	122.7	130.4
August.....	126.4	120.5	141.9	109.7	122.6	135.3
September.....	127.1	122.4	142.0	109.8	123.1	135.2

TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1959

(1949 = 100)

—	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	August 1958	July 1959	August 1959					
(1) St. John's, Nfld.....	113.1	115.0	116.0	116.3	114.8	104.4	109.6	127.1
Halifax.....	123.2	125.5	126.4	117.1	133.6	119.0	129.3	138.5
Saint John.....	125.7	127.0	128.1	121.4	137.4	116.6	123.8	142.3
Montreal.....	124.9	126.2	128.9	124.8	144.7	105.1	119.7	136.3
Ottawa.....	126.0	126.6	127.2	120.4	146.9	113.1	121.0	136.3
Toronto.....	128.9	128.1	128.8	119.0	153.9	113.7	122.8	137.0
Winnipeg.....	122.7	123.1	123.4	117.9	132.2	115.6	119.3	132.4
Saskatoon—Regina.....	122.2	122.7	123.5	120.3	123.3	119.7	124.4	128.3
Edmonton—Calgary.....	121.3	122.6	122.8	117.5	124.9	117.6	123.0	131.3
Vancouver.....	125.1	126.7	127.2	120.3	138.4	113.8	130.5	135.5

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on this series see page 542, May issue.

TABLE G-1.—STRIKES AND LOCKOUTS, 1954-1959

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1954.....	156	174	62,250	1,475,200	0.15
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,881	0.14
*1958.....	251	260	107,497	2,879,120	0.24
*1958: August.....	25	54	18,495	255,360	0.25
September.....	26	56	48,444	491,280	0.49
October.....	19	48	41,537	857,390	0.85
November.....	28	49	26,898	281,525	0.28
December.....	5	31	18,129	243,105	0.24
*1959: January.....	14	38	13,739	158,730	0.16
February.....	9	29	7,068	123,175	0.12
March.....	16	31	20,973	95,430	0.10
April.....	12	22	8,747	72,340	0.07
May.....	20	32	5,359	60,825	0.06
June.....	30	43	8,432	57,320	0.06
July.....	26	42	41,417	685,505	0.65
August.....	28	47	38,656	667,960	0.63

* Preliminary.

TABLE G-2.—STRIKES AND LOCKOUTS AUGUST 1959, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	3	25,019	550,475
Fishing.....	1	5,000	35,000
Mining.....	3	565	3,620
Manufacturing.....	20	6,282	65,175
Construction.....	10	1,551	12,145
Transportation, etc.....	3	141	705
Public utilities.....	1	19	55
Trade.....	4	39	395
Service.....	2	40	390
All industries.....	47	38,656	667,960

TABLE G-3.—STRIKES AND LOCKOUTS AUGUST 1959, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....	1	320	320
Nova Scotia.....			
New Brunswick.....			
Quebec.....	9	1,193	12,120
Ontario.....	20	2,551	34,560
Manitoba.....			
Saskatchewan.....	1	154	1,845
Alberta.....	1	92	90
British Columbia.....	15	34,346	619,025
Federal.....			
All jurisdictions.....	47	38,656	667,960

**TABLE G-4.—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
AUGUST 1959**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			August	Accu- mulated		
LOGGING— Logging and Sawmill Operations, Coastal and Lower Mainland, B.C.	Woodworkers, various locals (AFL-CIO/CLC)	25,000	550,000	1,144,000	July 6	Wages~
FISHING— Fisheries Association of B.C. British Columbia Coast.	United Fishermen Loc. 44 (Ind.)	5,000	35,000	65,000	July 25 Aug. 9	Salmon prices~A two year contract giving 3 cent increase for sockeye this year and one cent next year.
MINING— Marmaraton Mining Co., Marmora, Ont.	Steelworkers Loc. 4854 (AFL-CIO/CLC)	153	3,210	6,510	July 15	Wages, fringe benefits~
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. Loc. 4535(Ind.)	320	320	320	Aug. 4 Aug. 5	Reduction of workers due to new methods of operation~Return of workers, further negotiations.
MANUFACTURING— <i>Food and Beverages</i> — Fisheries Association of B.C. British Columbia Coast.	United Fishermen, vari- ous locals (Ind.)	3,700	28,900	38,150	July 29 Aug. 10	Wages, working conditions ~Wage increases in all categories; 17¢ an hour over a two year period for male shoreworkers.
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. Loc. 333 (CLC)	600	8,700	8,700	Aug. 11	Wages, seniority~
<i>Textile Products</i> — Montrose Worsted Mills, Granby, Que.	Textile Wkrs. (CCCL)	255	510	510	Aug. 10 Aug. 12	Increase in work load, grievances~4¢ an hour increase.
<i>Clothing (Textile and Fur)</i> — Canaday Apparel, Moose Jaw, Sask.	United Garment Wkrs. Loc. 396 (AFL-CIO/CLC)	154	1,845	1,845	Aug. 14	Wages for time and piece workers~
<i>Wood Products</i> — Hunting-Merritt Shingle Division of Canadian Forest Products. Vancouver, B.C.	Carpenters Loc. 2802 (AFL-CIO/CLC)	150	675	675	Aug. 5 Aug. 11	Men refused to handle alleged "hot" logs~Agreed to use logs now in booms.
<i>Iron and Steel Products</i> — John Inglis, Toronto, Ont.	Steelworkers Loc. 2900 (AFL-CIO/CLC)	685	14,385	23,975	July 14	Wages~
American Standard Products, Windsor, Ont.	Auto Wkrs. Loc. 195 (AFL-CIO/CLC)	177	2,475	2,475	Aug. 12	Wages, supplementary un- employment benefits, other changes~
<i>Electrical Apparatus and Supplies</i> — Robbins & Myers Co. of Canada, Brantford, Ont.	Auto Wkrs. Loc. 397 (AFL-CIO/CLC)	117	2,455	8,875	May 21	Wages~
<i>Non-Metallic Mineral Products</i> — Clayburn-Harbison, Abbotsford, Kilgard and Vancouver, B.C.	Brick, Clay Wkrs. Loc. 629 (AFL-CIO/CLC)	158	1,735	1,735	Aug. 13	Wages, vacations~
CONSTRUCTION— General Contractors Association, British Columbia,	Bridge, Structural Wkrs. Loc. 97 (AFL-CIO/CLC)	200	1,600	6,580	June 22 Aug. 13	Wages~57¢ an hour in- crease over 27-month period.
Windsor Sheet Metal Contractors, Windsor, Ont.	Sheet Metal Wkrs. Loc. 235 (AFL-CIO/CLC)	450	4,150	5,300	July 28	Wages~
Lumus Co. of Canada, Ville d'Anjou, Que.	Plumbers Loc. 144 (AFL- CIO/CLC)	185 (430)	460	460	Aug. 7 Aug. 12	Demanding only welders as foremen~Company agreed to hire only welders as foremen.

**TABLE G-4.—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
AUGUST 1959**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			August	Accu- mulated		
Windsor Plumbing and Heating Contractors, Windsor and Area, Ont.	Plumbers Loc. 552 (AFL-CIO/CLC)	300	3,600	3,600	Aug. 10 Aug. 26	Wages~Wage increase totalling 35¢ an hour; 15¢ immediately; 15¢ Jan. 1, 1960; 5¢ June 1, 1960.
Ten Tile and Terrazzo Contractors, Toronto, Ont.	Bricklayers Loc. 56 (AFL-CIO/CLC)	350 (225)	1,750	1,750	Aug. 10 Aug. 17	Wages~10¢ an hour increase, plus 10¢ May 1, 1960, a further 6¢ an hour with 9¢ an hour for machine operators Nov. 1, 1960.
TRANSPORTATION, ETC.— Hoar Transport Co., Toronto, Ont.	Teamsters Loc. 938 (CLC)	100	250	250	Aug. 10 Aug. 12	Grievance~Return of workers, pending discussion of grievance.

Figures in parentheses show the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE SECOND QUARTER OF 1959 BY GROUP OF INDUSTRIES AND CAUSES

		Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....														2
Struck by—														
(a) Tools, machinery, cranes, etc.....	1	2	1	2	1	2	1	1	3	1	1	1	1	8
(b) Moving vehicles.....		1		2	2	4	1							14
(c) Other objects.....	10	12	3	5	5	1								42
Caught In, On or Between Machinery, Vehicles, etc.....	1	4	3	5	5	5	4	4	1	1	1	1	1	20
Collisions, Derailments, Wrecks, etc.....	7	4	35	4	3	2	1	12	3	3				71
Falls and Slips—														
(a) Falls on same level.....	2	3	1	2	6	13	1	8	2	2	2	2	2	40
(b) Falls to different levels.....		1		1	4	8	1		1					17
Conflagrations, Temperature Extremes and Explosions, Inhalation, Absorptions, Asphyxiation and Industrial Diseases.....	2			11	5									16
Electric Current.....	1				4	6	4					1	1	16
Over-exertion.....				1	1			1				2	2	5
Miscellaneous Accidents.....											1	1	1	3
Total, Second Quarter—1959.....	13	30	37	39	34	46	9	30	6	1	9			254
Total, Second Quarter—1958.....	26	34	20	43	38	80	5	49	8	1	20			324

TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1959

	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	B.C.	N.W.T.	Total
Agriculture.....				2	7	1	2	1	1		13
Logging.....		2	1	34	2	3		1	1	23	30
Fishing and Trapping.....		1	3		4	19	2	1		9	37
Mining and Quarrying.....			1	1	3	18		2		9	39
Manufacturing.....		2	3	1	7	17	5	4	1	6	34
Construction.....			1		1	3	1		2	1	46
Public Utilities.....											6
Transportation, Storage and Communications.....			2		11						1
Trade.....					5	1					1
Finance.....					1						9
Service.....						4			1	4	9
Unclassified.....											
Total.....	3	2	11	36	24	87	12	13	6	60	254*

* Of this total 165 fatalities were reported by the 10 provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 89 were obtained from other, non-official sources.

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